



ARLINGTON FINANCE COMMITTEE
MINUTES OF MEETING

3/30/20 7:30 PM

Conducted by Remote Participation - Zoom Meeting

ATTENDEES:

Gibian*	Padaria*	Pokress*	Kellar*	McKenna*
Blundell*	Wallach*	Harmer*	Tosti*	
Ellis*	Foskett*	Deyst*	Kocur*	
White*	Beck*	Jones*	Deshler*	
Franclemont*	Howard*	LaCourt*	Carman*	Diggins*

*Indicates present

VISITORS: Deputy Town Manager Sandy Pooler, Superintendent of Schools Kathleen Bodie, School CFO Michael Mason, School Committee Members: Chair Len Kardon, Kirsi Allison-Ampe, Jennifer Susse; General public: Mat Pokress, Sean Keane

1. INTRODUCTION: Tosti read the rules for the meeting as formulated by Town Counsel based on the Governor's authorization (Ref 1). An important rule is that all votes must be by role call. See Ref 2 for the roll call record of attendance and votes.

2. SCHOOL BUDGET: Bodie reviewed the budget development process, the people involved and the priorities (Ref 3). The budget meets the limits set by the long range planning committee and was approved by the School Committee on 3/12/20. Moore, also using Ref 2, reviewed the revenue projections and the distribution of expenditures across the system. He listed changes from FY2020. He discussed changes in the FY2020 Five Year Plan and associated costs. The main driver is increased enrollment. The per-pupil cost, \$14,594, puts Arlington eighth from the top of the 12 communities to which we compare ourselves.

The school representatives answered several questions. The utility increase is based on recent actuals. The revolving fund revenues include retained earnings. Savings from reducing out-of-district SPED placements are applied to in-district SPED programs. The gap between the better students and the less capable is slowly closing. The State measures the gap with MCAS test results. The budget has no allowance for virus impacts on Chap 70 funds since the size of the impact and state and federal responses are unknown. The schools may finish FY20 on budget.

VOTED \$76,030,531 Unanimous (see Ref 2)

3. WATER & SEWER: W&S SubCom Gibian, using updated budget pages (Ref 4), walked the committee through the budget and provided clear explanations of each page. He showed validation of the offsets used in other budgets for support of W&S. He pointed out that the gradual transfer, of Arlington's bill for the MWRA debt, from the real estate tax to this budget is beginning to show. He noted that personnel costs are split

equally between the separate water budget and the sewer budget. He recommended the budget in as shown in Ref 4.

VOTED \$22,957,178 for both expenses and revenue. Unanimous (see Ref 2)

4. INSURANCE: Finance SubCom Keller, used group insurance budget pages updated for actual rates Ref 5. He covered every line item. The Town pays of an average 80% of employees' health premiums and pays 50% of the Town's retirees' Medicare "B" Advantage plan costs. Teachers are also covered. Enrollment is up by 4.5%. Most employees belong to either Tufts or Harvard Pilgrim for a 5.7% rate increase. Keller validated the offsets in the budgets of departments that support this budget.

VOTED \$18,376,970 Unanimous (See Ref 2)

5. LIABILITY INSURANCE: Finance SubCom Keller recommended the budget in Ref 5. VOTED \$481,818. Unanimous (See Ref 2)

6. ART 58 PEG ACCESS: Pooler recommended the budget drafted by ACMI in Ref 6. The funds to run the local cable company are provided mostly by cable providers. VOTED \$928,735 for both revenue & expense. Unanimous (See Ref 2)

7. TOWN MANAGER BUDGET: GenGov SubCom Howard requested reconsideration of this budget as explained by Pooler in Ref 7. The \$27,525 increase (Ref 8) would promote the Assistant Town Manager to Deputy Town Manager for Operations and increase the duties of the Deputy Town Manager with title of Deputy Town Manager for Finance. The new organization is illustrated in Ref 9. The Town Manager's supervisory duties would be considerably reduced leaving him better able to address broad Town planning and representation needs. Concerns were raised about the annual growth of this budget.

VOTED \$783,546 18-1-1 (See Ref 2)

8. LEGAL BUDGET: GenGov SubCom Howard requested reconsideration of this budget as explained by Pooler in Ref 7. The \$5248 increase (Ref 8) would fund a reorganization of the Town Counsel's office made possible by the retirement of Marlenga by hiring a more junior lawyer and making the Town Counsel responsible for all activity in the office including benefits & workers compensation.

VOTED \$486,171 Unanimous (See Ref 2)

9. DPW BUDGET: Pooler requested that \$8,907, a sum that would bring the Town budget to a 3.25% increase as allowed by the long range plan, be added to the Engineering Expense Budget. There is a need to sometimes supplement engineering staff with consultants. DPW SubCom Deshler approved.

VOTED \$92,407 Unanimous (See Ref 2)

10. ART 77 FISCAL STABILIZATION FUND: Pooler and Jones agreed on a sum that would balance the budget after making a small correction in the Capital Budget.

VOTED \$561,041 and to increase the capital budget by about \$26,000 to \$16,280,134 Unanimous (See Ref 2)

11. RINK EF: Pooler requested (Ref 7) that the EF be increased to correct the Debt Service to \$58,881. This expense will be balanced by an increase in ice time income.

VOTED \$620,364 for both revenue and expense. Unanimous (See Ref 2)

12. COMMITTEE: There will probably be another meeting in late May or early June. There may be State policy or budget changes. There will probably be transfers to approve. After the meeting Tosti thanked LaCourt for hosting this meeting and Diggins for setting up the posting which was very complex. He said they have put in many hours to make this meeting work and he appreciates it.

Meeting adjourned at 9:55 PM.

Ref 1 Governor's Authorization

Ref 2 Roll Call and Votes

Ref 3 School Budget

Ref 4 Water & Sewer Budget

Ref 5 Insurance Budget

Ref 6 Cable Access Budget

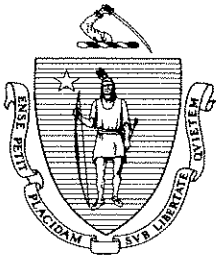
Ref 7 Memo Pooler to FinCom, FY21 Budget Changes

Ref 8 Budget Revisions

Ref 9 Revised Town Manager Organization Chart

Peter Howard 3/30/20

Revised 4/2/20



OFFICE OF THE GOVERNOR
COMMONWEALTH OF MASSACHUSETTS
STATE HOUSE • BOSTON, MA 02133
(617) 725-4000

CHARLES D. BAKER
GOVERNOR

KARYN E. POLITO
LIEUTENANT GOVERNOR

**ORDER SUSPENDING CERTAIN PROVISIONS
OF THE OPEN MEETING LAW, G. L. c. 30A, § 20**

WHEREAS, on March 10, 2020, I, Charles D. Baker, Governor of the Commonwealth of Massachusetts, acting pursuant to the powers provided by Chapter 639 of the Acts of 1950 and Section 2A of Chapter 17 of the General Laws, declared that there now exists in the Commonwealth of Massachusetts a state of emergency due to the outbreak of the 2019 novel Coronavirus ("COVID-19"); and

WHEREAS, many important functions of State and Local Government are executed by "public bodies," as that term is defined in G. L. c. 30A, § 18, in meetings that are open to the public, consistent with the requirements of law and sound public policy and in order to ensure active public engagement with, contribution to, and oversight of the functions of government; and

WHEREAS, both the Federal Centers for Disease Control and Prevention ("CDC") and the Massachusetts Department of Public Health ("DPH") have advised residents to take extra measures to put distance between themselves and other people to further reduce the risk of being exposed to COVID-19. Additionally, the CDC and DPH have advised high-risk individuals, including people over the age of 60, anyone with underlying health conditions or a weakened immune system, and pregnant women, to avoid large gatherings.

WHEREAS, sections 7, 8, and 8A of Chapter 639 of the Acts of 1950 authorize the Governor, during the effective period of a declared emergency, to exercise authority over public assemblages as necessary to protect the health and safety of persons; and

WHEREAS, low-cost telephone, social media, and other internet-based technologies are currently available that will permit the convening of a public body through virtual means and allow real-time public access to the activities of the public body; and

WHEREAS section 20 of chapter 30A and implementing regulations issued by the Attorney General currently authorize remote participation by members of a public body, subject to certain limitations;

NOW THEREFORE, I hereby order the following:

(1) A public body, as defined in section 18 of chapter 30A of the General Laws, is hereby relieved from the requirement of section 20 of chapter 30A that it conduct its meetings in a public place that is open and physically accessible to the public, provided that the public body makes provision to ensure public access to the deliberations of the public body for interested members of the public through adequate, alternative means.

Adequate, alternative means of public access shall mean measures that provide transparency and permit timely and effective public access to the deliberations of the public body. Such means may include, without limitation, providing public access through telephone, internet, or satellite enabled audio or video conferencing or any other technology that enables the public to clearly follow the proceedings of the public body while those activities are occurring. Where allowance for active, real-time participation by members of the public is a specific requirement of a general or special law or regulation, or a local ordinance or by-law, pursuant to which the proceeding is conducted, any alternative means of public access must provide for such participation.

A municipal public body that for reasons of economic hardship and despite best efforts is unable to provide alternative means of public access that will enable the public to follow the proceedings of the municipal public body as those activities are occurring in real time may instead post on its municipal website a full and complete transcript, recording, or other comprehensive record of the proceedings as soon as practicable upon conclusion of the proceedings. This paragraph shall not apply to proceedings that are conducted pursuant to a general or special law or regulation, or a local ordinance or by-law, that requires allowance for active participation by members of the public.

A public body must offer its selected alternative means of access to its proceedings without subscription, toll, or similar charge to the public.

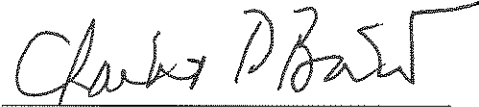
(2) Public bodies are hereby authorized to allow remote participation by all members in any meeting of the public body. The requirement that a quorum of the body and the chair be physically present at a specified meeting location, as provided in G. L. c. 30A, § 20(d) and in 940 CMR 29.10(4)(b), is hereby suspended.

(3) A public body that elects to conduct its proceedings under the relief provided in sections (1) or (2) above shall ensure that any party entitled or required to appear before it shall be able to do so through remote means, as if the party were a member of the public body and participating remotely as provided in section (2).

(4) All other provisions of sections 18 to 25 of chapter 30A and the Attorney General's implementing regulations shall otherwise remain unchanged and fully applicable to the activities of public bodies.

This Order is effective immediately and shall remain in effect until rescinded or until the State of Emergency is terminated, whichever happens first.

Given in Boston at 6:40 PM this 12th day of
March, two thousand and twenty.

A handwritten signature in dark ink, appearing to read "Charles D. Baker". The signature is written in a cursive style with a large, sweeping "C" and a distinct "B".

CHARLES D. BAKER
GOVERNOR
Commonwealth of Massachusetts

	Votes		1	2	3	4	5	6	7	8	9	10	11	12	13
		Attendance	School Budget	W&S	Insurance	Liability Insurance	Cable Access	Town Manager Budget	Legal Budget	DPW Engineering	Fiscal Stability Fund Capital Budget	Rink			
Pct															
1	Grant Gibian	y	y	y	y	y	y	y	y	y	y	y			
2	Shane Blundell	y	y	y	y	y	y	y	y	y	y				
3	John Ellis	y	y	y	y	y	y	y	y	y	y	y			
4	Carolyn White	y	y	y	y	y	y	n	y	y	y	y			
5	Mary Margaret Franclemont	y	y	y	y	y	y	y	y	y	y	y			
6	Ari Padaria	y	y	y	y	y	y	y	y	y	y	y			
7	Johnathon Wallach	y	y	y	y	y	y	y	y	y	y	y			
8	Charlie Foskett	y	y	y	y	y	y	y	y	y	y	y			
9	Brian Beck	y	y	y	y	y	y	y	y	y	y	y			
10	Pete Howard	y	y	y	y	y	y	y	y	y	y	y			
11	Shaileen Crawford Pokress	y	y	y	y	y	y	a	y	y	y	y			
12	Darrel Harmer	y	y	y	y	y	y	y	y	y	y	y			
13	John Deyst	y	y	y	y	y	y	y	y	y	y	y			
14	Alan Jones	y	y	y	y	y	y	y	y	y	y	y			
15	Annie LaCourt	y	y	y	y	y	y	y	y	y	y	y			
16	Bill Kellar	y	y	y	y	y	y	y	y	y	y	y			
17	Allan Tosti	y													
18	George Kocur	y	y	y	y	y	y	y	y	y	y	y			
19	Christine Deshler	y	y	y	y	y	y	y	y	y	y	y			
20	Dean Carman	y	y	y	y	y	y	y	y	y	y	y			
21	Dave McKenna	y	y	y	y	y	y	y	y	y	y	y			
	Liz Diggins	y													
	total "y"	21	20	20	20	20	20	18	20	20	20	19	0	0	0
	total "n"	0	0	0	0	0	0	1	0	0	0	0	0	0	0
	total "a"	0	0	0	0	0	0	1	0	0	0	0	0	0	0
	total votes	21	20	20	20	20	20	20	20	20	20	19	0	0	0

Key: y yes

n no

a abstain

Note: The Chair only votes in case of a tie.

Arlington Public Schools School Committee's FY21 Proposed Budget

March 12, 2020

Budget Document can be found here:

<http://www.arlington.k12.ma.us/administration/budget/fy21/fy21superproposedbudget02-13-20.pdf>

Agenda

- Arlington Public Schools Mission Statement, Goals and Vision
- School Committee Members
- Budget Development
 - ❑ Key Contributors
 - ❑ Budget Process and Timeline
- Budget Priorities and Highlights
- FY21 Budget Information
- 5-Year Plan Update
- Discussion and Questions

Arlington Public Schools Mission Statement

The mission of the Arlington Public Schools is to educate students by promoting academic excellence, by empowering students to achieve their maximum potential, and by preparing students for responsible participation in an ever-changing world. The Arlington Public Schools are committed to helping every student achieve emotional, social, vocational, and academic success.

Vision of Student as learner

The APS vision for students as learners and global citizen outlines what the district wants all students to know and be able to do by the time that they graduate from Arlington High School. This requires that all students experience a coherent curriculum that is aligned with the Massachusetts State Curriculum Frameworks and that supports the development of critical thinking, social-emotional and relationship skills. Students are supported in their development by highly qualified teachers, who engage in continuous professional learning. This vision informs the strategic initiatives, instructional decisions and budget requests in the multi-year plan.

These characteristics will be demonstrated by student's ability to:

- work independently and collaboratively
- observe, analyze and synthesize information from a variety of sources to enhance existing understandings and construct new knowledge
- demonstrate perseverance by using repeated reasoning and inquiry
- participate in rigorous, focused discourse
- develop and defend arguments based on evidence and respectfully consider different perspectives
- create and critique original work

Vision of Student as a global citizen

Students will strive to be empathic, responsible, active members of a local and global community who are aware of the role that bias and prejudice play in society, as demonstrated by their ability to:

- speak with and listen to others in a manner that is respectful of multiple perspectives
- cultivate and maintain healthy and rewarding relationships with diverse individuals and groups
- develop self-awareness and self-understanding
- think critically and reflect upon choices and their impact on others
- participate as a consumer of and contributor to the cultural and civic life of local and global communities

School Committee Members

- Len Kardon*, *Chair*
- Jane P. Morgan, *Vice-Chair*
- Paul Schlichtman, *Secretary*
- Kirsi C. Allison-Ampe*
- William Hayner
- Paul Schlichtman
- Jennifer Susse*
- Jeff Thielman

*Budget Subcommittee Member

Budget Development key contributors

Central Office Administration

- Kathleen Bodie, Ed.D, Superintendent
- Roderick MacNeal, Jr., Ed.D, Asst Superintendent
- Robert Spiegel, HR Director
- Alison Elmer, Director of Special Ed
- David Good, CTO
- Michael Mason, Jr. CFO
- Julie Dunn, Grants, Communication & Title I

Principals

- Matthew Janger, Ph.D, AHS
- Brian Meringer, OMS
- Kristen DeFrancisco, Gibbs
- Mark McAneny, Bishop
- Stephanie Zerchykov, Brackett
- Thad Dingman, Dallin
- Kate Peretz, Hardy
- Karen Hartley, Peirce
- Michael Hanna, Ph.D, Stratton
- Karen Donato, Thompson

Budget Development key contributors

Leadership Team

- David Ardito, Visual Arts
- Cindy Bouvier, Wellness
- Carla Bruzzese, ELL
- Sara Burd, Counseling and SEL
- Dawn Carney, World Languages
- Matthew Coleman, Mathematics
- Denny Conklin, Social Studies/History
- Bill Pappazisis, Performing Arts
- Deb Perry, English Language Arts
- Joyce Schlenger, Menotomy Preschool
- Sam Hoyo, Science

Other Contributors

- Jose Farias, Business Office
- Connie Russell, Payroll
- Claudia Bertoli, Technology

Budget Priorities and Highlights

- Additional teaching positions at all levels to ensure class size mitigation and adequate course offerings and schedule flexibility for all students
- Additional Special Education Teachers and Team Chair
- Additional administrative support to support larger elementary schools.
- Improved library and digital learning instruction.
- Additional investment in reading and mathematics support at elementary and middle school levels.

Budget Development Process

September
2019

- Superintendent begins discussion on budget priorities with leadership team.

October
2019

- School Committee Budget Sub-Committee begins meeting with District Administration.
- District Leadership and Administration continue to meet to focus on budget.

December
2019

- Principals and AEA presents initial budget priorities for FY21 to School Committee
- Long Range Planning Committee sets the budget target for FY21.

January
2020

- Initial budget estimates are shared with School Committee and budget plan begins to take shape
- School Committee votes to accept the Town Manager budget for Schools for FY21
- Governor's Budget Cherry Sheets become available to provide initial Chapter 70 State Aid Estimates

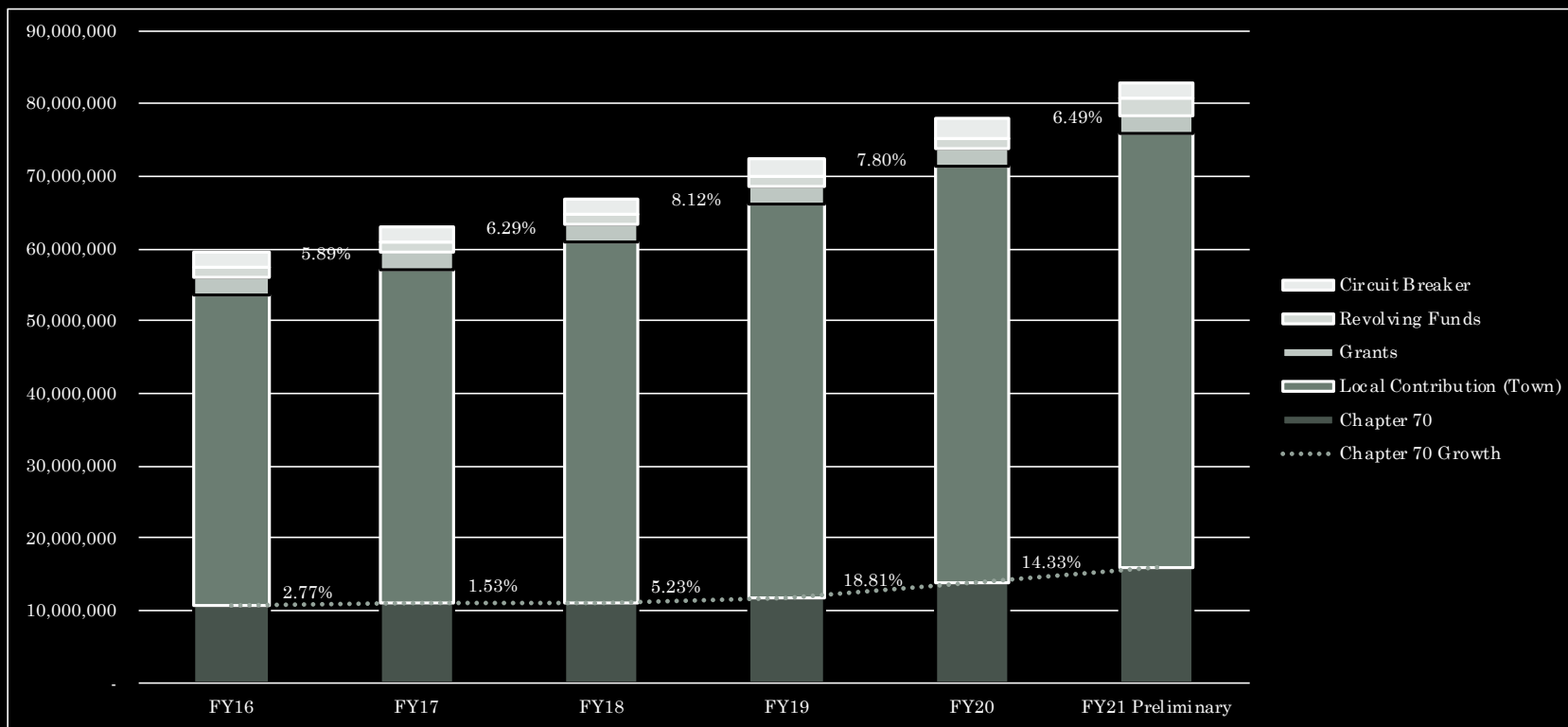
February
2020

- Superintendent FY21 Proposed Budget details to School Committee

March 2020

- Public hearing and School Committee vote final budget.

Funding Sources

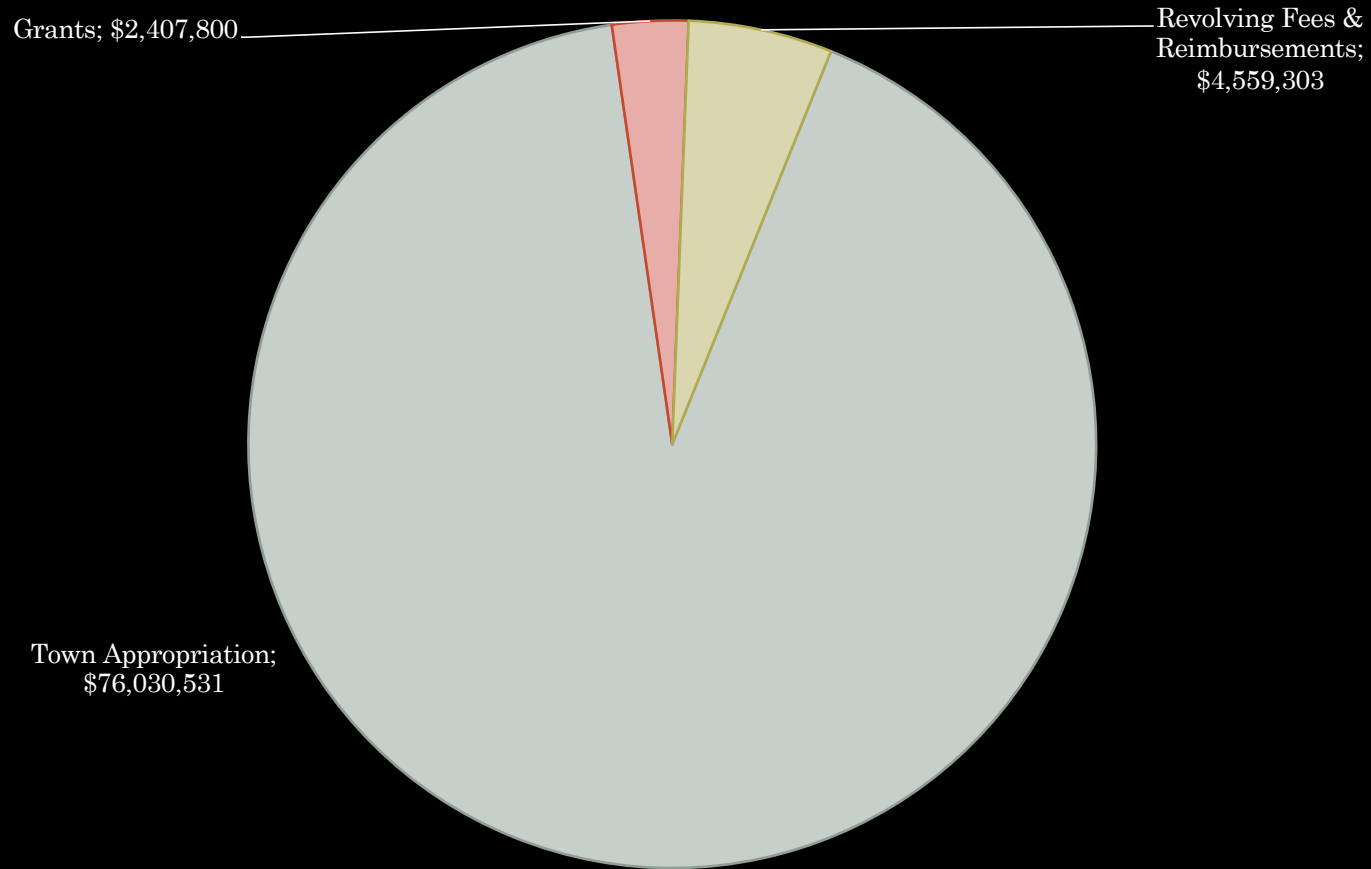


FY21 Anticipated Revenues

Funding Description	FY20 Budget	FY21 Requested	Change in Funding	% Change
Town Appropriation	71,427,139	76,030,531	4,603,392	6.44%
Grants	2,407,800	2,407,800	-	0.00%
Circuit Breaker	2,673,970	2,296,417	(377,553)	(14.1%)
Revolving & Reimbursements	1,430,864	2,262,886	832,022	58.15%
Grand Total	77,939,773	82,997,634	5,057,861	6.49%

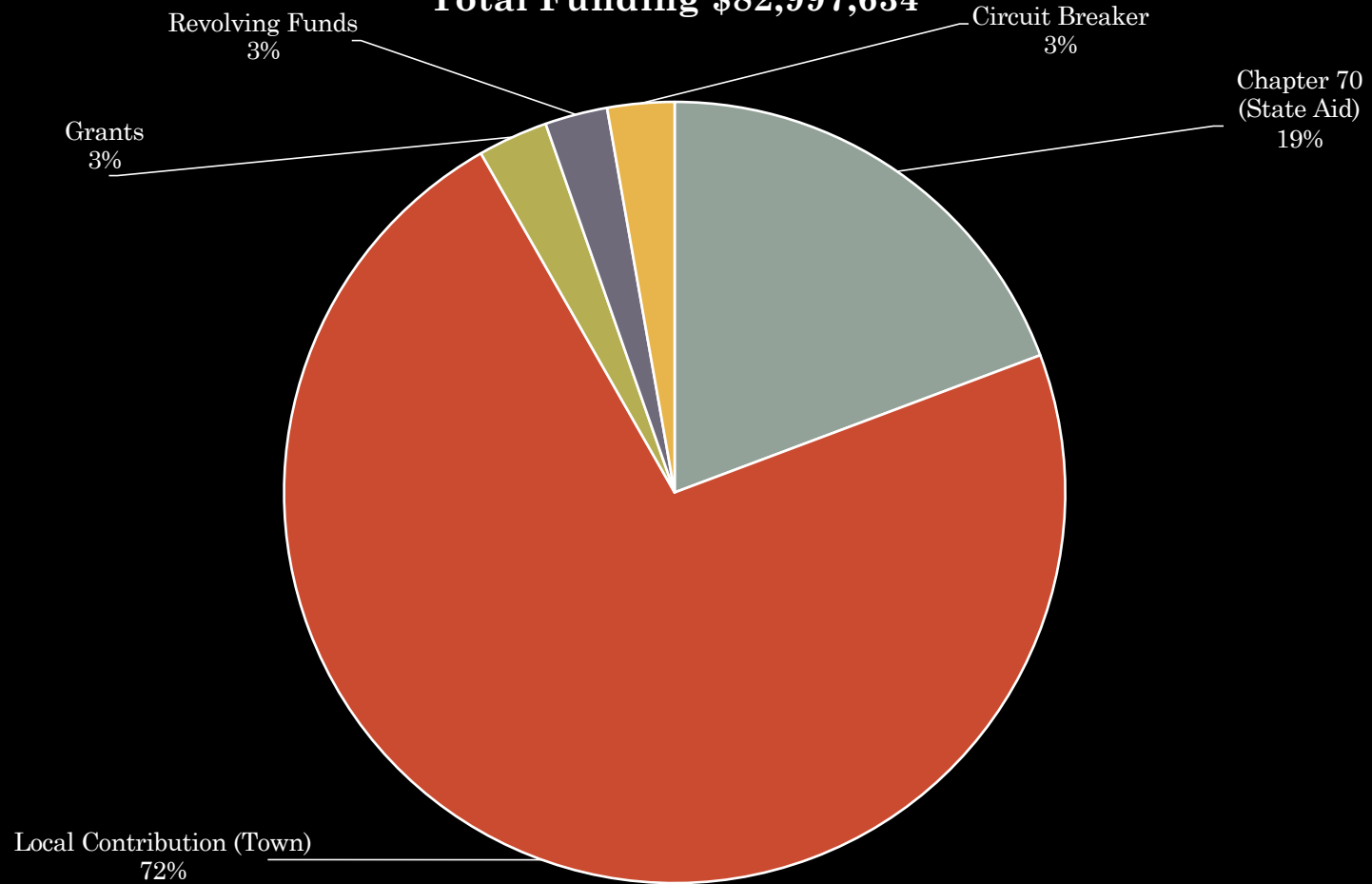
FY21 Proposed Budget Funding Summary

Total Funding \$82,997,634

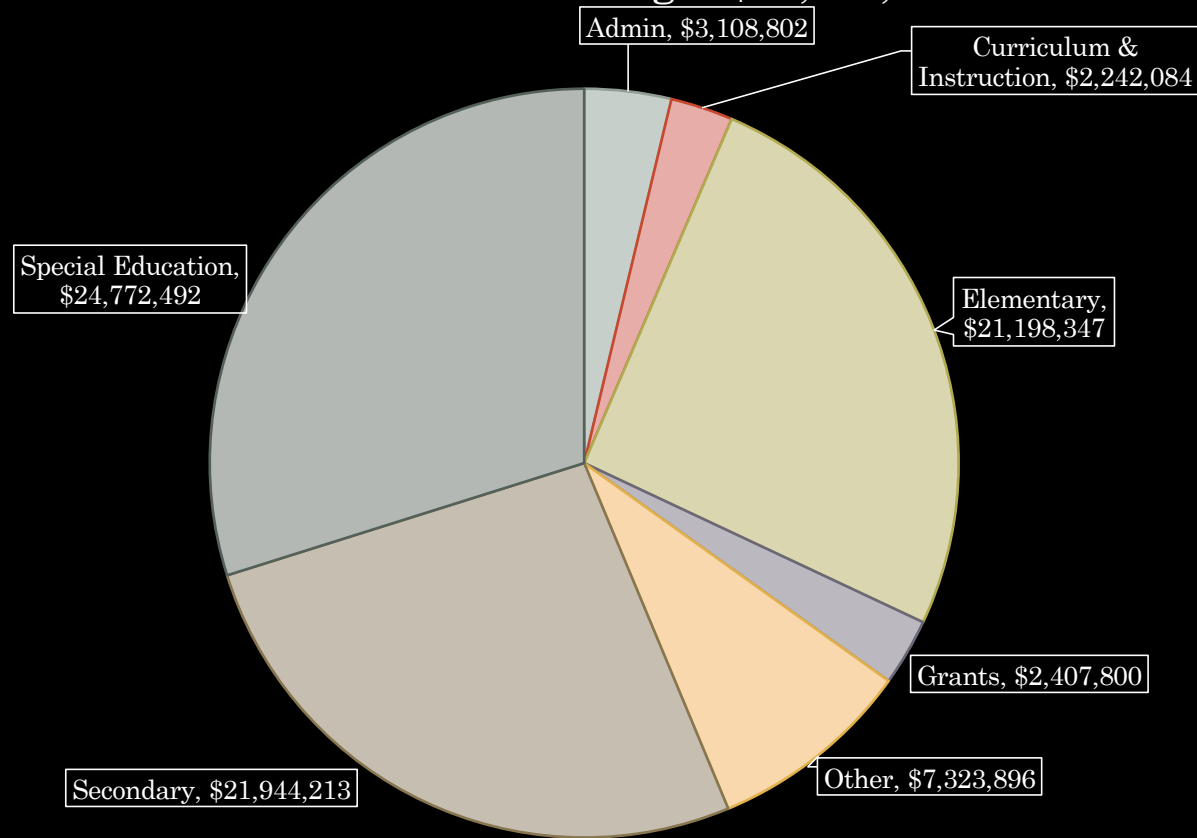


FY21 Proposed Budget Funding Summary

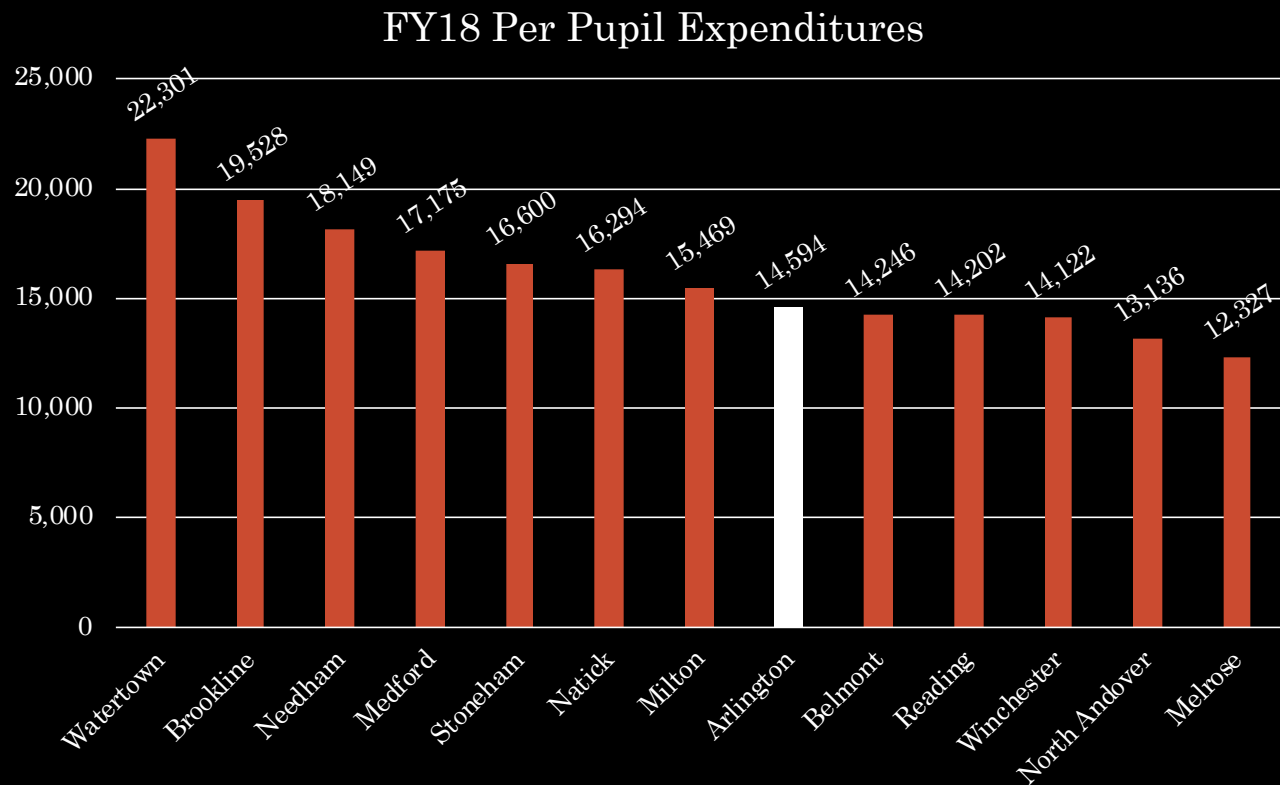
Total Funding \$82,997,634



**FY21 Proposed Budget Expense by Spending Category -
Total Budget \$82,997,634**



FY21 Budget benchmark data



FY21 Proposed Budget Changes Summary

Net increase in total revenues		5,057,861
Contractual/Salary Increases	(2,750,776)	
Instructional Supplies & Other Fixed Costs	(148,000)	
Curriculum Materials & Professional Development	(175,000)	
Increase in Utilities	(567,077)	
Expenses for Parmenter School	(180,000)	
Reallocation of Out of District Tuition (All Funds)	<u>373,082</u>	
Subtotal	(3,447,771)	
Left for Proposed Additions		1,610,090

FY21 Elementary Proposed Additions

- 0.5 FTE for Occupational Therapist
- 0.5 FTE Math Coach
- 0.7 FTE Math Interventionist
- 1.0 FTE Assistant Principal(s)
- 1.0 FTE English Language Learner (ELL) Teacher
- 0.5 FTE Special Education Team Chair
- 2.1 FTE Inclusion Reading Teachers

Total Adds \$451,090

FY21 Middle School Proposed Additions

- 2.0 FTE for Half 7th Grade Learning Community
- 1.0 FTE Special Education Teacher
- 0.5 FTE Spanish Teacher (0.2 FTE Gibbs and 0.3 FTE Ottoson)
- 0.4 FTE Math Support (0.2 FTE Gibbs and 0.2 FTE Ottoson)
- 0.2 Physical Education Teacher

Total Adds \$266,500

FY21 High School Proposed Changes

- 2.6 FTE Teachers and Support Level Staff
- 1.0 FTE Special Education Teacher
- 0.4 FTE English Language Learner (ELL) Teacher

Total Adds \$260,000

FY21 District Wide Proposed Additions

- 3.0 FTE Reserve Teaching Positions
- 1.0 FTE Social-Emotional Learning Support
- 1.0 FTE Library Media Specialist
- 1.0 FTE Physical Therapy Assistant
- 0.5 FTE Board Certified Behavior Analyst (BCBA)
- 1.0 FTE Bus Driver for Special Education
- Increase BSP's for Special Education Programs

Total Adds \$632,500

5 Year Plan Update

- The original 5 year plan can be found here:

<http://www.arlington.k12.ma.us/administration/budget/fy20/fiveyeardraftapsbudgetplan.pdf>

- The requests from FY21 come from a reprioritization of requests that were not funded in the FY20 Budget due to lack of funds and new requests that were not previously requested.
- Some unfunded year 1 (FY20) requests that were not included in the FY20 budget are included in the FY21 requests and other year 1 requests not included in the FY20 budget have been pushed back to outyears (ex. FY22, FY23, or FY24) based on this reprioritization.

For additional information

Visit the APS website for full budget details

<http://www.arlington.k12.ma.us/administration/budget/fy21/fy21superproposedbudget02-13-20.pdf>

WATER & SEWER

	2018 Actual	2019 Actual	2020 Budget	2021 Budget	\$ Change	% Change
6505006 SEWER COLLECTION SYSTEM						
5101 DPW STAFF INDIRECT CHARGES	503,361	519,334	523,678	571,994	48,316	9.23%
SUBTOTAL SEWER COLLECTION SYSTEM	503,361	519,334	523,678	571,994	48,316	9.23%
6505013 INDIRECT CHARGES - SEWER						
5701 WORKERS COMP COST	6,000	6,000	6,000	6,000	-	0.00%
5702 UNEMPLOYMENT COMPENSATION	1,500	1,500	1,500	1,500	-	0.00%
5707 RETIREMENT COSTS	590,885	569,976	603,197	672,070	68,873	11.42%
5713 HEALTH BENEFITS	280,988	265,179	284,413	282,665	(1,748)	-0.61%
5903 INDIRECT COSTS	324,793	339,218	349,688	359,936	10,248	2.93%
6505013 SUBTOTAL INDIRECT CHARGES - SEWER	1,204,166	1,181,873	1,244,798	1,322,171	77,373	6.22%
6505082 SEWER COLLECTION EXPENSES						
5202 CONTRACTED SERVICES	10,788	51,455	70,000	70,000	-	0.00%
5211 ELECTRICITY	14,989	18,473	29,000	29,000	-	0.00%
5218 TRAINING	1,190	-	2,000	2,000	-	0.00%
5224 MATERIALS AND SUPPLIES	24,523	31,675	24,000	24,000	-	0.00%
6505082 SUBTOTAL SEWER COLLECTION	51,491	101,603	125,000	125,000	-	0.00%
6505011 MWRA ASSESSMENT - SEWER						
5630 MWRA ASSESSMENT	8,338,483	8,649,531	8,952,265	9,265,594	313,329	3.50%
6505011 SUBTOTAL MWRA ASSESSMENT - SEWER	8,338,483	8,649,531	8,952,265	9,265,594	313,329	3.50%

	2018 Actual	2019 Actual	2020 Budget	2021 Budget	\$ Change	% Change
6505002 SEWER DEBT SERVICE/SEWER CAPITAL						
5760 SEWER DEBT SERVICE - NON MWRA P & I	358,950	275,250	318,499	326,382	7,883	2.48%
5761 SEWER DEBT SERVICE - MWRA LOAN PROGRAM	45,831	60,876	90,250	110,250	20,000	22.16%
6505002 SUBTOTAL DEBT SERVICE/SEWER CAPITAL	404,781	336,126	408,749	436,632	27,883	6.82%
6505003 SEWER REHAB						
5580 SEWER REHAB	-	100,000	100,000	100,000	-	0.00%
6505003 SUBTOTAL SEWER REHAB	-	100,000	100,000	100,000	-	0.00%
TOTAL SEWER COLLECTION SYSTEM	10,502,282	10,888,467	11,354,490	11,821,391	466,901	4.11%
6505007 STORM SEWERS COLLECTION SYSTEM						
5202 CONTRACTED SERVICES	6,000	4,000	71,000	71,000	-	0.00%
5224 MATERIALS AND SUPPLIES	-	-	5,000	5,000	-	0.00%
5580 REHAB STORM SEWERS	30,834	63,067	250,000	250,000	-	0.00%
6505007 TOTAL STORM SEWERS COLLECTION	36,834	67,067	326,000	326,000	-	0.00%

	2018 Actual	2019 Actual	2020 Budget	2021 Budget	\$ Change	% Change
6505502 WATER DISTRIBUTION SYSTEM						
5101 SALARIES & WAGES	835,176	866,924	1,062,101	1,097,082	34,981	3.29%
5102 SALARIES & WAGES - TEMP	6,030	1,268	18,750	5,000	(13,750)	-73.33%
5103 OVERTIME	211,147	164,394	183,750	188,344	4,594	2.50%
5111 DOUBLE TIME	72,271	46,736	52,500	53,813	1,313	2.50%
5119 OUT OF GRADE PAY	10,891	9,871	6,500	6,663	163	2.51%
5141 CLOTHING ALLOWANCE	4,800	4,400	6,300	6,300	-	0.00%
5156 LONGEVITY	9,106	9,912	9,205	11,327	2,122	23.05%
5160 STIPENDS	300	300	425	850	425	100.00%
5260 CLEANING ALLOWANCE	20,829	20,800	21,225	20,800	(425)	-2.00%
6505502 SUBTOTAL WATER DISTRIBUTION	1,170,550	1,124,605	1,360,756	1,390,179	29,423	2.16%
6505513 INDIRECT CHARGES - WATER						
5701 WORKERS COMP COST	1,000	1,000	1,000	1,000	-	0.00%
5702 UNEMPLOYMENT COMPENSATION	1,000	1,000	1,000	1,000	-	0.00%
5707 RETIREMENT COSTS	590,885	569,976	603,197	672,070	68,873	11.42%
5713 HEALTH BENEFITS	280,988	265,179	284,413	282,665	(1,748)	-0.61%
5903 INDIRECT COSTS	324,793	339,218	349,688	359,936	10,248	2.93%
6505513 SUBTOTAL INDIRECT CHARGES - WATER	1,198,666	1,176,373	1,239,298	1,316,671	77,373	6.24%
6505582 WATER DISTRIBUTION						
5202 CONTRACTED SERVICES	78,578	47,622	121,200	121,200	-	0.00%
5218 TRAINING	8,127	3,431	5,000	5,000	-	0.00%
5224 MATERIALS AND SUPPLIES	155,679	121,326	227,755	227,755	-	0.00%
6505582 SUBTOTAL WATER DISTRIBUTION	242,384	172,379	353,955	353,955	-	0.00%

	2018 Actual	2019 Actual	2020 Budget	2021 Budget	\$ Change	% Change
6505511 MWRA ASSESSMENT - WATER						
5630 MWRA ASSESSMENT	5,218,727	5,207,787	5,390,060	5,618,325	228,265	4.23%
6505511 SUBTOTAL MWRA ASSESSMENT - WATER	5,218,727	5,207,787	5,390,060	5,618,325	228,265	4.23%
TOTAL WATER DISTRIBUTION SYSTEM	7,830,327	7,681,144	8,344,069	8,679,130	335,061	4.02%
6505504 WATER/SEWER PROPERTIES						
5101 SALARIES & WAGES	503,361	519,334	523,678	571,994	48,316	9.23%
6505504 SUBTOTAL WATER/SEWER PROPERTIES	503,361	519,334	523,678	571,994	48,316	9.23%
6505506 REHAB WATER SYSTEM CAPITAL						
5580 REHAB WATER MAINS	40,785	14,416	100,000	100,000	-	0.00%
6505506 SUBTOTAL REHAB WATER SYSTEM CAPITAL	40,785	14,416	100,000	100,000	-	0.00%
6505509 WATER DEBT SERVICE DEBT/WATER CAPITAL						
5760 WATER DEBT SERVICE - MWRA LOAN PROGRAM	776,100	886,100	830,600	850,600	20,000	2.41%
6505509 SUBTOTAL DEBT SERVICE/CAPITAL PROJECTS	776,100	886,100	830,600	850,600	20,000	2.41%
6505514 WATER/SEWER PROPERTIES						
5211 ELECTRICITY	18,825	21,035	28,600	28,600	-	0.00%
5214 NATURAL GAS	30,724	29,544	35,000	35,000	-	0.00%
5530 GREAT MEADOWS EXPENSES	2,692	2,380	4,000	4,000	-	0.00%
6505514 SUBTOTAL WATER/SEWER PROPERTIES	52,240	52,959	67,600	67,600	-	0.00%
6505516 WATER DEBT SERVICE DEBT/WATER CAPITAL						
5760 WATER DEBT SERVICE - PRINCIPAL & INTEREST		182,172	238,050	358,463	120,413	50.58%
6505516 SUBTOTAL DEBT SERVICE/CAPITAL PROJECTS	-	182,172	238,050	358,463	120,413	50.58%

	2018 Actual	2019 Actual	2020 Budget	2021 Budget	\$ Change	% Change
6505519 HYDRANT REPLACEMENT PROGRAM						
5830 HYDRANT & VALVE REPLACEMENT PROGRAM	26,455	21,840	100,000	100,000	-	0.00%
6505519 SUBTOTAL HYDRANT REPLACEMENT PROGRAM	26,455	21,840	100,000	100,000	-	0.00%
6505520 SMALL EQUIPMENT						
5890 SMALL EQUIPMENT	5,000	-	5,000	5,000	-	0.00%
6505520 SUBTOTAL SMALL EQUIPMENT	5,000	-	5,000	5,000	-	0.00%
6505522 WATER CAPITAL EQUIP						
5851 CAPITAL EQUIP	122,378	-	457,000	77,000	(380,000)	-83.15%
6505522 SUBTOTAL WATER CAPITAL EQUIP	122,378	-	457,000	77,000	(380,000)	-83.15%

	2018 Actual	2019 Actual	2020 Budget	2021 Budget	\$ Change	% Change
TOTAL WATER DISTRIBUTION SYSTEM	1,526,319	1,676,821	2,321,928	2,130,657	(191,271)	-8.24%
PERSONNEL SERVICE SUMMARY	2,177,272	2,163,273	2,408,112	2,534,167	126,055	5.23%
EXPENSES SUMMARY	382,949	394,008	872,555	872,555	-	0.00%
MWRA ASSESSMENT	13,557,210	13,857,318	14,342,325	14,883,919	541,594	3.78%
INDIRECT CHARGES	649,586	678,436	699,376	719,872	20,496	2.93%
CAPITAL AND DEBT	1,375,499	1,540,654	2,239,399	2,027,695	(211,704)	-9.45%
HEALTH INSURANCE	561,976	530,358	568,826	565,330	(3,496)	-0.61%
RETIREMENT	1,181,770	1,139,952	1,206,394	1,344,140	137,746	11.42%
WORKERS COMP/UNEMPLOYMENT	9,500	9,500	9,500	9,500	-	0.00%
TOTAL EXPENSES	19,895,762	20,313,499	22,346,487	22,957,178	610,691	2.73%
TOTAL REVENUES	(19,947,599)	(19,988,593)	(22,346,487)	(22,957,178)	(610,691)	2.73%
BALANCE	(51,837)	324,906	-	-	-	

	2018 Actual	2019 Actual	2020 Budget	2021 Budget	\$ Change	% Change
WATER/SEWER ENTERPRISE						
4972 TRANSFER FROM GENERAL FUND	(5,593,112)	(5,593,112)	(5,593,112)	(3,691,454)	1,901,658	-34.00%
421000 USER CHARGES RECEIVABLE	(13,835,686)	(14,056,323)	(16,199,396)	(18,895,221)	(2,695,825)	16.64%
421100 WATER LIENS	(210,886)	(169,711)	(200,462)	(200,462)	-	0.00%
421900 INTEREST & PENALTIES	(48,214)	(53,570)	(50,054)	(50,054)	-	0.00%
422900 CONNECTION FEES	(25,150)	(115,876)	(119,987)	(119,987)	-	0.00%
USE OF RETAINED EARNINGS	(234,552)		(183,476)		183,476	-
TOTAL WATER/SEWER REVENUE	(19,947,599)	(19,988,593)	(22,346,487)	(22,957,178)	(610,691)	2.73%

FY 2021 SALARY DETAIL			FY2021							FY2020	FY2021				
WATER & SEWER	Previous	Job	FTE	BU	Grade	Step	Step	Min	Max	Budget Book	New Pay	Base	Step	Longevity	Total
TASSINARI		SUPERVISOR WATER AND SEWER	1.00	SEIU	9	8	8	64,865	85,609	83,099	83,930	83,930	0	1,678	85,608
SANCHEZ		WORKING FOREMAN WATER/SEWER	1.00	MC	8	6	6	51,365	63,642	63,048	63,642	63,642	0	1,300	64,942
STONEKING	MOUNT	WORKING FOREMAN WATER/SEWER	1.00	MC	8	6	6	51,365	63,642	63,048	63,642	63,642	0	300	63,942
LARSON		ACCOUNTANT/OPERATIONS ASSIST	1.00	OFFA	6	8	8	44,851	59,058	58,291	59,058	59,058	0	1,100	60,158
BAKER		WATER SYSTEMS MAINT CRAFTSMAN	1.00	MC	7	4	4	49,861	61,826	55,481	55,733	53,561	2,172	0	55,733
BEIRNE		MOTOR EQUIPMENT OPERATOR III (3)	1.00	MC	6	6	6	47,732	59,257	58,688	59,257	59,257	0	900	60,157
DEVLIN		WATER SYSTEMS MAINT CRAFTSMAN	1.00	MC	7	6	6	49,861	61,826	58,688	61,826	61,826	0	500	62,326
O'CONNELL		ME GR III	1.00	MC	6	6	6	47,732	59,257	58,688	59,257	59,257	0	500	59,757
SCHANDA	ENWRIGHT	WATER ACCOUNT CLERK	1.00	MTP	3	8	8	46,101	59,652	52,866	59,652	59,652	0	700	60,352
VACANT		MOTOR EQUIPMENT OPERATOR II	1.00	MC	4	1	1	43,618	54,204	43,345	43,618	43,618	0	0	43,618
SHAW, SR		WATER SYSTEMS MAINT CRAFTSMAN	1.00	MC	7	6	6	49,861	61,826	58,688	61,826	61,826	0	0	61,826
INTERRANTE		WATER SYSTEMS MAINT CRAFTSMAN	1.00	MC	7	6	6	49,861	61,826	58,688	61,826	61,826	0	300	62,126
SKERRY		WATER SYSTEMS MAINT CRAFTSMAN	1.00	MC	7	6	6	49,861	61,826	58,688	61,246	59,503	1,743	0	61,246
VACANT	STONEKING	WATER SYSTEMS MAINT CRAFTSMAN	1.00	MC	7	6	6	49,861	61,826	58,688	61,246	59,503	1,743	0	61,246
SHEPARD		WATER SYSTEMS MAINT CRAFTSMAN	1.00	MC	7	6	6	49,861	61,826	58,688	61,826	61,826	0	500	62,326
NORTON		MANAGER SOFTWARE DEVELOPMENT	1.00	SEIU	14	9	9	89,639	118,308	117,137	118,308	118,308	0	3,549	121,857
DANTON		WATER/SEWER ACCOUNT MANAGER	1.00	SEIU	4	5	5	52,808	69,700	56,283	61,190	61,190	0	0	61,190
TAXATION TOTAL:			17.00							1,062,101	1,097,082	1,091,424	5,658	11,327	1,108,409

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ATT C: CONSOLIDATED FY21 SEWER AND WATER BUDGET AMOUNTS FOR EXPLAINING OFFSETS AND INDIRECT CHARGES:

Prepared for Arlington Finance Committee via Zoom by Grant Gibian, March 30, 2020, year of Covid-19

	2019 Actual	2020 Budget	2021 Budget Request	\$ Change	% Change																																																																																				
6505006 Consolidated SEWER COLLECTION & WATER/SEWER PROPERTIES																																																																																									
5101 SALARIES & WAGES (see below detail)	1,038,668	1,047,356	1,143,988	96,632	9.23%																																																																																				
SALARIES & WAGES	1,038,668	1,047,356	1,143,988	96,632	9.23%																																																																																				
6505013 Consolidated INDIRECT CHARGES - SEWER COLLECTION & WATER DISTRIBUTION																																																																																									
5707 RETIREMENT COSTS (see BB pg 150: Retirement Budget)	1,139,952	1,206,394	1,344,140	137,746	11.42%																																																																																				
5713 HEALTH BENEFITS (rev.BB page 160: Health Ins Budget)	530,358	568,826	565,330	(3,496)	-0.61%																																																																																				
5903 INDIRECT COSTS (see below detail)	678,436	699,376	719,872	20,496	2.93%																																																																																				
6505013 SUBTOTAL INDIRECT CHARGES - SEWER & WATER	2,348,746	2,474,596	2,629,342	154,746	6.25%																																																																																				
<table> <tr> <td colspan="2">Salaries And Wages detail:</td><td colspan="4">INDIRECT COSTS (see "Att B W/S Offsets Calculated)</td></tr> <tr> <td>Engineering , p 86 & p 87</td><td>\$270,103</td><td>selectmen</td><td>30,337</td><td>p20 & p21</td><td></td></tr> <tr> <td>DPW Admin portion, p 90 & p 91 (Total DPW Admin \$286,159-\$35,000 Rec Rev Fund)</td><td>\$251,159</td><td>town manager</td><td>167,259</td><td>p24 & p25</td><td></td></tr> <tr> <td>Highway, p 94 & p 95</td><td>\$434,641</td><td>HR</td><td>17,532</td><td>p28</td><td></td></tr> <tr> <td>Motor Equip Repair, p 100 & p 101</td><td>\$188,084</td><td>IT</td><td>200,940</td><td>p32 & p33</td><td></td></tr> <tr> <td>Total</td><td>1,143,987</td><td>Controller</td><td>30,990</td><td>p36 & p37</td><td></td></tr> <tr> <td></td><td></td><td>Treasurer</td><td>116,401</td><td>p40 & p41</td><td></td></tr> <tr> <td></td><td></td><td>Postage</td><td>38,761</td><td>p43</td><td></td></tr> <tr> <td></td><td></td><td>Legal</td><td>117,651</td><td>p50 & p51</td><td></td></tr> <tr> <td></td><td></td><td></td><td>719,871</td><td></td><td></td></tr> <tr> <td>Health Benefits (see Att A "Health Ins Offsets Calc FY2021)</td><td></td><td>50% of \$718,871</td><td>359,936</td><td>p 156 & p158, and below</td><td></td></tr> <tr> <td>DPW portion</td><td>565,330</td><td></td><td></td><td></td><td></td></tr> <tr> <td>Other (Rec, Arena, Retirement Ent funds)</td><td>142,759</td><td></td><td></td><td></td><td></td></tr> <tr> <td>Total (see revised Health Ins budget, Health Insurance Offset)</td><td>708,089</td><td></td><td></td><td></td><td></td></tr> </table>						Salaries And Wages detail:		INDIRECT COSTS (see "Att B W/S Offsets Calculated)				Engineering , p 86 & p 87	\$270,103	selectmen	30,337	p20 & p21		DPW Admin portion, p 90 & p 91 (Total DPW Admin \$286,159-\$35,000 Rec Rev Fund)	\$251,159	town manager	167,259	p24 & p25		Highway, p 94 & p 95	\$434,641	HR	17,532	p28		Motor Equip Repair, p 100 & p 101	\$188,084	IT	200,940	p32 & p33		Total	1,143,987	Controller	30,990	p36 & p37				Treasurer	116,401	p40 & p41				Postage	38,761	p43				Legal	117,651	p50 & p51					719,871			Health Benefits (see Att A "Health Ins Offsets Calc FY2021)		50% of \$718,871	359,936	p 156 & p158, and below		DPW portion	565,330					Other (Rec, Arena, Retirement Ent funds)	142,759					Total (see revised Health Ins budget, Health Insurance Offset)	708,089				
Salaries And Wages detail:		INDIRECT COSTS (see "Att B W/S Offsets Calculated)																																																																																							
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	2018 Actual	2019 Actual	2020 Budget	2021 Budget	\$ Change	% Change
0191487 GROUP HEALTH INSURANCE						
5245 EXP: WORKERS COMP	481,390	536,418	540,000	540,000	-	0.00%
5700 MEDICARE PENALTY	13,454	14,377	18,000	18,000	-	0.00%
5703 OPT OUT PROGRAM	235,403	211,533	217,996	219,997	2,001	0.92%
5704 INSURANCE:GROUP HEALTH	14,197,095	14,454,558	15,859,137	16,762,497	903,360	5.70%
5705 INSURANCE: GROUP LIFE	61,670	76,211	86,230	90,542	4,312	5.00%
5706 MEDICARE PAYROLL TAX	1,191,761	1,209,887	1,358,923	1,415,143	56,220	4.14%
5709 FLEXIBLE BENEFIT PLAN	29,907	38,643	33,000	38,880	5,880	17.82%
0191487 GROUP HEALTH INSURANCE APPROPRIAT	16,210,679	16,541,626	18,113,286	19,085,059	971,773	5.36%
OFFSETS	(685,289)	(670,956)	(703,268)	(708,089)	(4,821)	0.69%
0191487 GROUP HEALTH INSURANCE TAXATION TC	15,525,390	15,870,670	17,410,018	18,376,970	966,952	5.55%

Health Insurance Offsets Calculation FY 2021

		FY21 Health Cost	Recommended Offset Percent	FY-21 Offset
1)	Select Board	103,167	15.73%	16,233
2)	Town Manager	67,148	15.73%	10,566
3)	Personnel	22,521	15.73%	3,544
4)	Information Technology	111,054	15.73%	17,474
5)	Comptroller	115,902	15.73%	18,237
6)	Treasurer/Collector	141,928	15.73%	22,332
7)	Legal	68,332	15.73%	10,752
8)	Administration	135,763	50.00%	67,882
9)	Engineering	90,057	62.00%	55,836
10)	Highway (without S.Waste)	397,020	20.00%	79,404
11)	MER	137,269	30.00%	41,181
12)	Water Division	221,889	100.00%	221,889
13)	Total 1) - 12)			565,330
14)	HEALTH Offset - Sewer (50% of #13)			282,665
15)	HEALTH Offset - Water (50% of #13)			282,665
	Water & Sewer Enterprise Subtotal			565,330

Other Insurance Costs charged directly to Enterprise Fund & Retirement Office

Recreation	65,161	1.0000	65,161
Ed Burns Arena	34,605	1.0000	34,605
Retirement	42,993	1.0000	42,993
Other Enterprise & Retirement Subtotal			142,759

Total Health Insurance Offset	708,089
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Note: Departmental health insurance costs include current employees and retirees

FY2020 Group Health Projection

FY 2020		Expended		Projected Total FY20	Anticipated
Appropriation		year to date			Projected Balance
\$ 18,000.00	\$	9,443.12	medicare penalty	\$ 12,740.00	\$ 5,260.00
\$ 217,996.00	\$	135,764.20	opt out program	\$ 217,060.28	\$ 935.72
\$ 15,859,774.50	\$	10,461,874.13	group health	\$ 15,709,879.69	\$ 149,894.81
\$ 1,358,923.00	\$	883,407.40	medicare withhold	\$ 1,331,899.40	\$ 27,023.60
\$ 86,230.00	\$	56,870.55	group life	\$ 85,580.55	\$ 649.45
\$ 17,540,923.50	\$	11,547,359.40		\$ 17,357,159.92	\$ 183,763.58

Month	Medicare Penalty	Opt Out	Group Life	Group Health	Medicare Withhold
July	\$ 1,043.35	\$ 11,692.15	\$ 7,093.35	\$ 1,310,797.31	\$ 82,668.59
August	\$ 1,043.35	\$ 12,884.40	\$ 7,078.50	\$ 1,328,980.07	\$ 98,224.19
September	\$ 1,043.35	\$ 29,109.74	\$ 7,014.15	\$ 1,266,336.71	\$ 101,907.21
October	\$ 1,043.35	\$ 12,109.74	\$ 7,004.25	\$ 1,291,212.00	\$ 104,623.13
November	\$ 2,059.60	\$ 16,628.03	\$ 7,147.80	\$ 1,311,474.17	\$ 150,811.47
December	\$ -	\$ 28,574.94	\$ 7,162.65	\$ 1,321,710.96	\$ 118,726.12
January	\$ 1,098.96	\$ 13,036.42	\$ 7,192.35	\$ 1,312,781.85	\$ 118,667.13
February	\$ 1,055.58	\$ 11,728.78	\$ 7,177.50	\$ 1,318,581.06	\$ 107,779.56
March	\$ 1,055.58	\$ 29,109.74	\$ 7,177.50	\$ 1,312,001.39	\$ 104,623.00
April	\$ 1,098.96	\$ 11,538.30	\$ 7,177.50	\$ 1,312,001.39	\$ 104,623.00
May	\$ 1,098.96	\$ 11,538.30	\$ 7,177.50	\$ 1,312,001.39	\$ 134,623.00
June	\$ 1,098.96	\$ 29,109.74	\$ 7,177.50	\$ 1,312,001.39	\$ 104,623.00
YTD Actual	\$ 9,443.12	\$ 135,764.20	\$ 56,870.55	\$ 10,461,874.13	\$ 883,407.40
EOY Projected	\$ 12,740.00	\$ 217,060.28	\$ 85,580.55	\$ 15,709,879.69	\$ 1,331,899.40

Updated March 11, 2020

Enrollment Breakdown December 1, 2019 Snapshot

Health Plan Name	Enrollment			% of Membership
	Ind	Fam	Total	
Fallon Health Care Direct	22	8	30	2.82
Fallon Health Care Select	11	6	17	1.60
Harvard Pilgrim Independence	85	108	193	18.12
Harvard Pilgrim Primary Choice	94	126	220	20.66
Health New England	0	0	0	0.00
Allways Health	36	47	83	7.79
Tufts Health Plan Navigator	118	147	265	24.88
Tufts Health Plan Spirit	57	31	88	8.26
Unicare Basic	29	14	43	4.04
Unicare Community Choice	28	32	60	5.63
Unicare Plus	31	35	66	6.20
Total Active Plans	511	554	1065	100
Fallon Senior	0		0	0.00
Harvard Pilgrim Medicare Enhanced	359		359	39.49
Health New England Medplus	0		0	0.00
Tufts Health Plan Medicare Compliment	112		112	12.32
Tufts Health Plan Medicare Preferred	62		62	6.82
Unicare Medicare Extension (OME)	383		383	42.13
Total Medicare Supplement Plans			916	100.77
Opt Out Plans	29	41	70	
Grand Total of Plans			2051	

ENROLLMENT BREAKDOWN OF GIC PLANS DECEMBER 2018 TO DECEMBER 2019

Plan Name	Premium	Town	Employee	December 19	December 18	Change	Ind	fam		
FALLON DIRECT FAMILY	1514.23	1287.10	227.13	5	5	0			0	0.00
FALLON DIRECT FAMILY 75/25	1514.23	1135.67	378.56	3	5	-2			-2	-27,256.14
FALLON DIRECT INDIVIDUAL	600.68	510.58	90.10	5	7	-2		-2		-12,253.87
FALLON DIRECT INDIVIDUAL 75/25	600.68	450.51	150.17	17	21	-4		-4		-21,624.48
FALLON DIRECT SURVIVOR INDIVIDUAL - 50/50	600.68	300.34	300.34	0	1	-1		-1		-3,604.08
FALLON SELECT FAMILY	1971.89	1676.11	295.78	5	6	-1			-1	-20,113.28
FALLON SELECT FAMILY 75/25	1971.89	1478.92	492.97	1	1	0			0	0.00
FALLON SELECT INDIVIDUAL	811.79	690.02	121.77	6	4	2		2		16,560.52
FALLON SELECT INDIVIDUAL 75/25	811.79	608.84	202.95	5	3	2		2		14,612.22
HARVARD INDEPENDENCE FAMILY	2171.49	1737.19	434.30	82	89	-7			-7	-145,924.13
HARVARD INDEPENDENCE FAMILY- 75/25	2171.49	1628.62	542.87	25	22	3			3	58,630.23
HARVARD INDEPENDENCE INDIVIDUAL	889.66	711.73	177.93	64	70	-6		-6		-51,244.42
HARVARD INDEPENDENCE INDIVIDUAL- 75/25	889.66	667.26	222.42	20	20	0		0		0.00
HARVARD INDEPENDENCE SURVIVOR FAMILY - 50/50	2171.49	1005.55	1005.55	1	1	0			1	12,066.60
HARVARD INDEPENDENCE SURVIVOR INDIVIDUAL - 50/50	889.66	444.83	444.83	1	3	-2		-2		-10,675.92
HARVARD PRIM CHC FAMILY	1646.48	1399.51	246.97	86	89	-3			-3	-50,382.29
HARVARD PRIM CHC FAMILY 75/25	1646.48	1234.86	411.62	40	35	5			5	74,091.60
HARVARD PRIM CHC INDIVIDUAL	645.80	548.93	96.87	37	42	-5		-5		-32,935.80
HARVARD PRIM CHC INDIVIDUAL 75/25	645.80	484.35	161.45	57	43	14		14		81,370.80
HARVARD PRIM CHC SURVIVOR INDIVIDUAL - 50/50	645.80	322.90	322.90	0	1	-1		-1		-3,874.80
HEALTH NEW ENG FAMILY	1356.54	1153.06	203.48	0	0	0		0		0.00
ALLWAYS/NHP CARE FAMILY	1677.69	1426.04	251.65	26	25	1			1	17,112.44
ALLWAYS/NHP CARE FAMILY 75/25	1677.69	1258.27	419.42	21	20	1			1	15,099.21
ALLWAYS/NHP CARE INDIVIDUAL	646.93	549.89	97.04	10	9	1		1		6,598.69
ALLWAYS/NHP CARE INDIVIDUAL 75/25	646.93	485.20	161.73	26	26	0		0		0.00
TUFTS NAVIGATOR FAMILY	1822.08	1457.66	364.42	95	95	0			0	0.00
TUFTS NAVIGATOR FAMILY-75/25	1822.08	1366.56	455.52	52	35	17			17	278,778.24
TUFTS NAVIGATOR INDIVIDUAL	747.76	598.21	149.55	55	60	-5		-5		-35,892.48
TUFTS NAVIGATOR INDIVIDUAL-75/25	747.76	560.82	186.94	60	45	15		15		100,947.60
TUFTS NAVIGATOR SURVIVOR INDIVIDUAL- 50/50	747.76	373.88	373.88	3	4	-1		-1		-4,486.56
TUFTS SPIRIT FAMILY	1358.94	1155.10	203.84	13	12	1			1	13,881.19
TUFTS SPIRIT FAMILY 75/25	1358.94	1019.21	339.74	18	15	3			3	36,691.38
TUFTS SPIRIT INDIVIDUAL	565.91	481.02	84.89	12	14	-2		-2		-11,544.56
TUFTS SPIRIT INDIVIDUAL 75/25	565.91	424.43	141.48	45	37	8		8		40,745.52
UNICARE BASIC FAMILY	2406.59	1804.94	601.65	14	16	-2			-2	-43,318.62
UNICARE BASIC INDIVIDUAL	1086.10	814.58	271.53	29	32	-3		-3		-29,324.70
UNICARE COMM CHC FAMILY	1276.96	1021.67	255.39	14	14	0			0	0.00
UNICARE COMM CHC FAMILY 75/25	1276.96	957.72	319.24	18	15	3			3	34,477.92
UNICARE COMM CHC INDIVIDUAL	517.51	414.01	103.50	9	6	3		3		14,904.29
UNICARE COMM CHC INDIVIDUAL 75/25	517.51	388.13	129.38	19	16	3		3		13,972.77
UNICARE PLUS FAMILY	1654.60	1323.68	330.92	21	24	-3			-3	-47,652.48
UNICARE PLUS FAMILY 75/25	1654.60	1240.95	413.65	14	10	4			4	59,555.60
UNICARE PLUS INDIVIDUAL	696.10	556.88	139.22	12	13	-1		-1		-6,682.56
UNICARE PLUS INDIVIDUAL 75/25	696.10	522.08	174.03	19	9	10		10		62,649.00
Active Plans				1065	1019	46		25	21	393,944.64
FALLON SENIOR PLAN	0.00	0.00	0.00	0	0	0				0.00
HARVARD MEDICARE SENIOR PLAN	391.12	293.34	97.78	359	356	3				10,560.24
TUFTS MED COMPLT SENIOR PLAN	371.50	315.78	55.73	112	108	4				15,157.20
TUFTS MED PREFER SENIOR PLAN	322.43	274.07	48.36	62	67	-5				-18,443.93
UNICARE OME	386.93	290.20	96.73	383	380	3				10,447.11
Medicare Supplements				916	911	5				19,720.62
Opt Out - Individual	166.66	166.66		29	29	0				
Opt Out - Family	333.33	333.33		41	40	1				
Grand Total				2081	1999	82				
										413,685.26
Opt Out Savings	Full	Town Share	Months				Net Annual Cr Contracts	Savings		
HARVARD INDEPENDENCE FAMILY	2171.49	1737.19	12				16846	41	690698.464	
HARVARD INDEPENDENCE INDIVIDUAL	889.65	711.72	12				6541	30	196219.2	
										\$ 886,917.66

GIC Bill Breakdown FY2020

GIC	Town Share	Employee Share	Admin Fee	Adjustments	Total owed	Amount Paid	due	Date Paid	Warrant#	Warrant
FY2020	0191487-5704	01-2159					Wire			Date
Jul-19	1,310,797.31	361,555.60			1,672,352.91	1,672,352.91	7/19/19	7/18/19	W#20016	7/18/19
Aug-19	1,324,876.65	339,515.66			1,664,392.31	1,664,392.31	8/22/19	8/21/19	W#202004	8/22/19
Sep-19	1,265,736.47	368,737.28			1,634,473.75	1,634,473.75	9/16/19	9/18/19	20062	9/19/19
Oct-19	1,280,355.85	363,371.16			1,643,727.01	1,643,727.01	10/25/19	10/24/19	20088	10/24/19
Nov-19	1,305,565.49	376,262.28			1,681,827.77	1,681,827.77	11/22/19	11/21/19	20112	11/21/19
Dec-20	1,316,430.95	379,457.50			1,695,888.45	1,695,888.45	12/26/19	12/19/19	20133	12/19/19
Jan-20	1,310,824.97	379,823.08			1,690,648.05	1,690,648.05	1/23/20	1/23/20	202016	2/20/20
Feb-20	1,312,001.39	380,638.27			1,692,639.66	1,692,639.66	2/20/20	2/20/20	20221	2/20/20
Mar-20	1,212,829.87	379,120.15			1,591,950.02	1,591,950.02	3/27/20			
Apr-20					0.00	0.00				
May-20					0.00	0.00				
Jun-20					0.00	0.00				
FY19	11,639,418.95	3,328,480.98			14,967,899.93	14,967,899.93				
	Town Share	Employee Share	Admin Fee	Adjustments	Total owed	Total Paid				

Group Insurance Commission - Full Cost Rates

Health Plan	FY19 Full Cost Rates		FY20 Full Cost Rates		% Change	
	Individual Coverage	Family Coverage	Individual Coverage	Family Coverage	Individual Coverage	Family Coverage
UniCare State Indemnity Plan/Basic with CIC	\$1,058.39	\$2,343.45	\$1,086.10	\$2,406.59	2.6%	2.7%
UniCare State Indemnity Plan/PLUS	\$696.09	\$1,654.54	\$696.10	\$1,654.60	0.0%	0.0%
Tufts Health Plan Navigator	\$743.45	\$1,811.87	\$747.76	\$1,822.08	0.6%	0.6%
Fallon Health Select	\$765.62	\$1,855.55	\$811.79	\$1,971.89	6.0%	6.3%
Harvard Pilgrim Independence Plan	\$826.68	\$2,009.40	\$889.65	\$2,171.49	7.6%	8.1%
Health New England	\$550.97	\$1,306.54	\$570.81	\$1,356.54	3.6%	3.8%
AllWays Health Partners	\$580.43	\$1,496.10	\$646.93	\$1,677.69	11.5%	12.1%
UniCare State Indemnity Plan/Community Choice	\$502.16	\$1,236.52	\$517.51	\$1,276.96	3.1%	3.3%
Tufts Health Plan Spirit	\$564.24	\$1,355.43	\$565.91	\$1,358.94	0.3%	0.3%
Fallon Health Direct	\$566.29	\$1,422.99	\$600.68	\$1,514.23	6.1%	6.4%
Harvard Pilgrim Primary Choice Plan	\$603.23	\$1,529.10	\$645.80	\$1,646.48	7.1%	7.7%
Tufts Health Plan Medicare Preferred*	\$321.97		\$322.43		0.1%	
Tufts Health Plan Medicare Complement	\$361.73		\$371.50		2.7%	
Harvard Pilgrim Medicare Enhance	\$382.59		\$391.12		2.2%	
Health N E Medicare Supplement Plus	\$386.59		\$391.81		1.4%	
UniCare State Indemnity Plan/Medicare Extension	\$379.67		\$386.93		1.9%	

* Rates change in January

HEALTH INSURANCE RATES - JULY 1, 2020 GIC
RATES UPDATED 3/10/2020

FY21

HEALTH PLANS	Plans for: Current Employees							Plans for:						Plans For: All New Hires after 12/1/2011							Survivor Monthly Rate	"Cobra" Monthly Rates Includes 2% Admin Fee
	(15% Contribution for HMO's)							(20% Contributions for PPO's/POS's)						(25% Contribution for Indemnity Plans)								
	Monthly Rate	Town Monthly Rate	Employee Monthly Rate	Town Weekly Rate *	Employee Weekly Rate	Town BiWeekly Rate *	Employee Bi Weekly Rate	Town Monthly Rate	Employee Monthly Rate	Town Weekly Rate *	Employee Weekly Rate	Town BiWeekly Rate *	Employee BiWeekly Rate	Town Monthly Rate	Employee Monthly Rate	Town Weekly Rate *	Employee Weekly Rate	Town BiWeekly Rate *	Employee Bi-Weekly Rate			
Fallon Comm Dir.Care-Ind.	618.59	525.83	92.76	131.46	23.19	262.92	46.38	0.00	0.00	0.00	0.00	0.00	0.00	463.95	154.64	115.99	38.66	231.98	77.32	309.29	630.96	
Fallon Comm Dir.Care-Family	1,561.48	1,327.28	234.20	331.82	58.55	663.64	117.10	0.00	0.00	0.00	0.00	0.00	0.00	1,171.12	390.36	292.78	97.59	585.56	195.18	780.74	1,592.71	
Fallon Comm Select- Ind.	836.19	710.79	125.40	177.70	31.35	355.40	62.70	0.00	0.00	0.00	0.00	0.00	0.00	627.15	209.04	156.79	52.26	313.58	104.52	418.09	852.91	
Fallon Comm Select- II Family	2,033.04	1,728.12	304.92	432.03	76.23	864.06	152.46	0.00	0.00	0.00	0.00	0.00	0.00	1,524.80	508.24	381.20	127.06	762.40	254.12	1,016.52	2,073.70	
HA Pilg.Prim.Choice-Ind.	665.43	565.63	99.80	141.41	24.95	282.82	49.90	0.00	0.00	0.00	0.00	0.00	0.00	499.11	166.32	124.78	41.58	249.56	83.16	332.71	678.74	
HA Pilg.Prim. Choice - Family	1,697.02	1,442.50	254.52	360.63	63.63	721.25	127.26	0.00	0.00	0.00	0.00	0.00	0.00	1,272.78	424.24	318.20	106.06	636.39	212.12	848.51	1,730.96	
Health New England- Ind.	594.29	505.17	89.12	126.30	22.28	252.59	44.56	0.00	0.00	0.00	0.00	0.00	0.00	445.73	148.56	111.44	37.14	222.87	74.28	297.14	606.18	
Health New England- II Family	1,414.80	1,202.60	212.20	300.65	53.05	601.30	106.10	0.00	0.00	0.00	0.00	0.00	0.00	1,061.12	353.68	265.28	88.42	530.56	176.84	707.40	1,443.10	
Always Health Partners-Ind.	687.87	584.71	103.16	146.18	25.79	292.36	51.58	0.00	0.00	0.00	0.00	0.00	0.00	515.91	171.96	128.98	42.99	257.96	85.98	343.93	701.63	
Always Health Partners-Family	1,789.45	1,521.05	268.40	380.27	67.10	760.53	134.20	0.00	0.00	0.00	0.00	0.00	0.00	1,342.09	447.36	335.53	111.84	671.05	223.68	894.72	1,825.24	
Tufts Hlth Plan Spirit - Ind.	606.68	515.68	91.00	128.92	22.75	257.84	45.50	0.00	0.00	0.00	0.00	0.00	0.00	455.04	151.64	113.76	37.91	227.52	75.82	303.34	618.81	
Tufts Hlth Plan Spirit- Family	1,461.55	1,242.35	219.20	310.59	54.80	621.18	109.60	0.00	0.00	0.00	0.00	0.00	0.00	1,096.19	365.36	274.05	91.34	548.10	182.68	730.77	1,490.78	
Harvard Pilgrim Ind.PI.-Ind.	917.18							733.78	183.40	183.45	45.85	366.89	91.70	687.90	229.28	171.98	57.32	343.95	114.64	458.59	935.52	
Harvard Pilg. Ind.PI.-Family	2,239.19							1,791.39	447.80	447.85	111.95	895.70	223.90	1,679.43	559.76	419.86	139.94	839.72	279.88	1,119.59	2,283.97	
Tufts Hlth PI.Navigator-Ind.	799.04							639.24	159.80	159.81	39.95	319.62	79.90	599.28	199.76	149.82	49.94	299.64	99.88	399.52	815.02	
Tufts Hlt.PI.Navigator-I Fam.	1,951.46							1,561.18	390.28	390.30	97.57	780.59	195.14	1,463.62	487.84	365.91	121.96	731.81	243.92	975.73	1,990.49	
Unicare Comm. Choice- Ind.	552.57							442.09	110.48	110.53	27.62	221.05	55.24	414.45	138.12	103.62	34.53	207.23	69.06	276.28	563.62	
Unicare Comm. Choice- Fam.	1,368.05							1,094.45	273.60	273.62	68.40	547.23	136.80	1,026.05	342.00	266.52	85.50	513.03	171.00	684.02	1,395.41	
Unicare Indemn.Plus- Ind.	723.74							579.02	144.72	144.76	36.18	289.51	72.36	542.82	180.92	135.71	45.23	271.41	90.46	361.87	738.21	
Unicare Indemn.Plus-Fam.	1,722.50							1,378.02	344.48	344.51	86.12	689.01	172.24	1,291.90	430.60	322.98	107.65	645.95	215.30	861.25	1,766.95	
Unicare Basic w/cic- Ind.	1,163.76													872.84	290.92	218.21	72.73	436.42	145.46	581.88	1,187.04	
Unicare Basic w/cic - Family	2,582.71													1,937.07	645.64	484.27	161.41	968.54	322.82	1,291.35	2,634.36	
Unicare Basic w/o cic-Ind.	1,107.42													830.58	276.84	207.65	69.21	415.29	138.42	553.71	1,129.57	
Unicare Basic w/o cic - Family	2,454.41													1,840.81	613.60	460.21	153.40	920.41	306.80	1,227.20	2,503.50	

FY21

*Retirees after July 1, 2007: Contribution rate will not be less than their contribution rate as active employees.



https://munisapp.town.arlington.ma.us/GasADProd/wa/r/mugwc/glacting

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Project ...

Acct 8860-0-0000-0000-00-00-0-NM-1040 -

Acct name CASH

Type Balance Sheet Status Active

Rollup ...

Sub-Rollup ...

MultiYr Fund

Account Notes

4 Year Comparison

History

Yr/Per 2020/03	Fiscal Year 2020		Fiscal Year 2019		Fiscal Year 2018		Fiscal Year 2021	
Original Budget	.00		.00		.00		.00	
Transfers In	.00		.00		.00		.00	
Transfers Out	.00		.00		.00		.00	
Revised Budget	.00		.00		.00		.00	
Actual (Memo)	1,698,447.20		1,998,926.67		2,262,755.78		.00	
Encumbrances	.00		.00		.00		.00	
Requisitions	.00						.00	
Available	.00		.00		.00		.00	
Percent used	.00		.00		.00		.00	

	2018 Actual	2019 Actual	2020 Budget	2021 Budget	\$ Change	% Change
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0191488 LIABILITY INSURANCE

5702 UNEMPLOYMENT COMPENSATION	49,449	72,433	150,000	150,000	-	0.00%
5750 INSURANCE: OFFICIALS LIABILITY	56,506	53,855	55,000	55,000	-	0.00%
5751 PROPERTY INSURANCE	274,632	283,544	297,443	297,443	-	0.00%

0191488 LIABILITY INSURANCE APPROPRIATION TC	380,587	409,831	502,443	502,443	-	0.00%
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OFFSETS	(20,625)	(20,625)	(20,625)	(20,625)	-	0.00%
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0191488 LIABILITY INSURANCE TAXATION TOTAL	359,962	389,206	481,818	481,818	-	0.00%
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200,000.00
200,000.00

2021 Budget	Amount
Total operating revenue anticipated from cable providers:	\$798,000
Total capital revenue anticipated from cable providers:	\$125,285
Misc. Income (including membership dues, workshops interest & donations:	\$5,000
Total Operating Expenses (including salaries and taxes)	\$928,735
Salaries and Taxes:	\$608,700
Expenses	\$185,035
Capital	\$135,000
Total	\$928,735



**Town of Arlington
Office of the Town Manager**

Sanford M. Pooler
Deputy Town Manager

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Website: www.arlingtonma.gov

TO: Finance Committee

FROM: Sandy Pooler, Deputy Town Manager

SMP

CC: Adam Chapdelaine, Town Manager

DATE: March 25, 2020

RE: Final FY2021 Budget Changes

As the Finance Committee nears the end of its work on the FY2021 budget, I write to you on behalf of Town Manager Adam Chapdelaine to request the following budget changes.

Town Manager

I request the Committee to change the Town Manager's budget tax appropriation total to be \$783,546. This sum is a total appropriation of \$987,893, less \$204,374 in offsets. This change is the result of promoting James Feeney to be a Deputy Town Manager of Operations and Sandy Pooler to be Deputy Town Manager of Finance. See attachment 1.

Name	Manager's Budget	Fin. Comm. Budget	Change
Salary	\$851,738	\$878,772	\$27,034
Longevity	\$8,612	\$9,103	\$491
Total			\$27,525

Legal Department

The retirement of Ed Marlenga has presented an opportunity to restructure the Legal Department. I request the Committee to change the Legal Department budget tax appropriation total to be \$486,171. This sum is a total appropriation of \$603,822, less \$117,651 in offsets. This change is the result of an increase to Town Counsel Doug Heim's salary and longevity. See attachment 2.

Name	Manager's Budget	Fin. Comm. Budget	Change
Salary	\$459,795	\$465,018	\$5,223
Longevity	\$2,114	\$2,139	\$25
Total			\$5,248

DPW Budget

I request that the Committee add \$8,907 to the DPW Engineering budget, for a total of \$92,407. Doing so will bring the Town municipal budget to a 3.25% increase above the previous year, in keeping with the budget guidelines put forth by the Long Range Planning Committee. In speaking with Mike Rademacher, he suggested this increase to allow the Engineering office to hire outside consultants

Override Stabilization Fund

I request that the Committee appropriate \$586,278 to the Override Stabilization Fund to bring the FY2021 budget into balance. See attachment 3.

Capital Plan

I have attached a copy of the one page memo I handed out to the Committee during the discussion of the Capital Planning Committee report, because I want to be clear on the correct figures for debt spending, in particular, exempt debt spending. See attachment 4. Attachment 4 is the amount the Committee voted and is the correct amount of debt service. It has come to my attention that there may be some confusion about this figure, because it is different from the figure in the original PowerPoint presentation that you received. However, it matches the amount shown to the Committee on the evening of the CPC presentation. The original presentation showed exempt debt service of \$4,114,929. Attachment 4 shows exempt debt of \$6,968,909. The larger, correct figure includes exempt debt that was sold in December, 2019 for the Arlington High School. I hope this resolves any confusion that may exist.

Rink Enterprise Fund

The Capital Planning Committee voted a slightly higher capital figure for the Rink fund. I request that the Committee appropriate \$58,881 for Debt Service, bringing the total Rink Fund budget to \$620,364. See attachment 5.

Conclusion

I would like to offer my thanks to the Committee members for your work on the FY2021 budget. Every year, yours is an important task, but this year, you must undertake it under the restrictions placed on you by the Corona virus and the consequent inconveniences of remote meetings, lack of face to face contact, and other discomforts. I look forward to speaking with you remotely at Monday night's meeting and to working together to produce a budget for our community.

	2018 Actual	2019 Actual	2020 Budget	2021 Budget	\$ Change	% Change
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0112381 TOWN MANAGER SALARIES

5100 SALARIES & WAGES	726,785	721,170	770,996	878,772	107,776	13.98%
5156 LONGEVITY	4,726	5,012	6,635	9,103	2,468	37.20%
5199 OTHER BENEFITS	12,580	35,651	44,631	44,818	187	0.42%

0112381 TOWN MANAGER SALARIES	744,090	761,833	822,262	932,693	110,431	13.43%
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0112382 TOWN MANAGER EXPENSES

5210 OUT-OF-STATE TRAVEL	430	401	3,000	3,000	-	0.00%
5213 AUTO GAS & OIL	237	202	-	-	-	0.00%
5217 DUES/SUBSCRIPTIONS	-	14,409	15,800	18,000	2,200	13.92%
5219 CONSULTING	575	-	-	-	-	0.00%
5220 WEB SITE SUPPORT SERVICES	18,056	14,853	21,000	21,000	-	0.00%
5223 OFFICE SUPPLIES	4,510	3,973	8,000	7,000	(1,000)	-12.50%
5228 PRINTING OF TOWN REPORTS	-	-	3,500	3,500	-	0.00%
5299 OTHERWISE UNCLASSIFIED	9,580	2,980	1,700	2,700	1,000	58.82%

0112382 TOWN MANAGER EXPENSES	33,388	36,817	53,000	55,200	2,200	4.15%
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TOWN MANAGER APPROPRIATION TOTAL	777,479	798,650	875,262	987,893	112,631	12.87%
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OFFSETS	(147,869)	(155,220)	(159,052)	(167,259)	(8,207)	5.16%
CPA OFFSETS	(34,468)	(35,354)	(36,721)	(37,088)	(367)	1.00%

TOWN MANAGER TAXATION TOTAL	595,142	608,076	679,489	783,546	104,057	15.31%
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FY 2021 SALARY DETAIL			FY2021							FY2020	FY2021				
TOWN MANAGER	Previous	Job	FTE	BU	Grade	Step	Step	Min	Max	Budget Book	New Pay	Base	Step	Longevity	Total
CHAPDELAINE		TOWN MANAGER	1.00							210,969	213,078	213,078		4,245	217,323
POOLER		DEPUTY TOWN MANAGER	1.00	MGMT	3	-	-	107,193	154,899	139,145	145,536	140,536	5,000	0	145,536
FEENEY		ASSISTANT TOWN MANAGER	1.00	MGMT	1	Mid	Mid	87,950	127,092	109,729	137,860	135,360	2,500	2,758	140,618
LANZILLOTTI		PURCHASING OFFICER	1.00	MTP	12	8	8	76,486	98,967	97,987	98,967	98,967		900	99,867
DEFRANCISCO		ADMIN ASSIST/EXECUTIVE SECRETARY	1.00	MTP	6	6	7	57,666	74,616	67,393	70,619	68,067	2,552	500	71,119
ROMAN		PUBLIC INFORMATION OFFICER	1.00	MTP	13	8	8	81,840	105,896	71,896	105,896	105,896		700	106,596
VACANT		RECORDS ACCESS COORDINATOR	0.50	MTP	6	6	6	57,666	74,616		32,200	32,200	0	0	32,200
WAYMAN	FIDALGO	MANAGEMENT ANALYST	1.00	MTP	6	8	8	57,666	74,616	73,877	74,616	74,616	0	0	74,616
APPROPRIATION TOTAL:										770,996	878,772	868,720	10,052	9,103	887,875
CPA Offsets										(36,721)	(37,088)	(37,088)			(37,088)
Water/Sewer Offsets										(159,052)	(167,259)	(167,259)			(167,259)
TAXATION TOTAL:										575,223	674,425	664,373	10,052	9,103	683,528

	2018 Actual	2019 Actual	2020 Budget	2021 Budget	\$ Change	% Change
0115181 LEGAL SALARIES						
5100 SALARIES & WAGES	454,079	509,545	467,332	465,018	(2,314)	-0.50%
5156 LONGEVITY	9,371	11,117	9,543	2,139	(7,404)	-77.59%
0115181 LEGAL SALARIES	463,450	520,663	476,875	467,157	(9,718)	-2.04%
0115182 LEGAL EXPENSES						
5244 EXPENSE	203,226	104,760	136,665	136,665	-	0.00%
0115182 LEGAL EXPENSES	203,226	104,760	136,665	136,665	-	0.00%
LEGAL APPROPRIATION TOTAL	666,675	625,423	613,540	603,822	(9,718)	-1.58%
OFFSETS	(112,659)	(114,526)	(115,736)	(117,651)	(1,915)	1.65%
LEGAL TAXATION TOTAL	554,016	510,897	497,804	486,171	(11,633)	-2.34%

FY 2021 SALARY DETAIL			FY2021							FY2020	FY2021				
LEGAL	Previous	Job	FTE	BU	Grade	Step	Step	Min	Max	Budget Book	New Pay	Base	Step	Longevity	Total
VACANT	MARLENGA	BENEFITS ATTY/WORKERS COMP AGT	1.00	MGMT	3			107,193	154,899	153,365	140,000	140,000	0	0	140,000
VACANT	MARLENGA	STIPEND								9,000	0	0	0	0	-
HEIM		TOWN COUNSEL	1.00	MGMT	3			107,193	154,899	137,506	143,881	138,881	5,000	1,439	145,320
SPARKS	KENNEDY	ASSISTANT ADMIN/CLAIMS COORDINATOR	1.00	MTP	6	5	5	57,666	74,616	63,761	66,815	64,399	2,416	0	66,815
BUCKLEY		LEGAL - PARALEGAL	1.00	MTP	6	8	8	57,666	74,616	73,877	74,616	74,616	0	700	75,316
QUINLAN	HIGGINS	ASSISTANT CLAIMS COORDINATOR	0.75	OFNU	6	5	6	44,851	58,035	29,823	39,706	38,270	1,436	0	39,706
APPROPRIATION TOTAL:										467,332	465,018	456,166	8,852	2,139	467,157
Water/Sewer Offsets										(115,736)	(117,651)	(117,651)			(117,651)
TAXATION TOTAL:										351,596	347,367	338,515	8,852	2,139	349,506

APPENDIX D **Long Range Projection FY2021-FY2025**

	FY 2020	FY 2021	Dollar Change	Percent Change	FY 2022	Dollar Change	FY 2023	Change	FY 2024	Change	FY 2025	Change
I REVENUE												0
A. State Aid	22,481,187	24,756,821	2,275,634	10.12%	25,478,959	722,138	26,061,274	582,315	26,488,176	426,902	26,748,137	259,961
School Construction Aid	476,523	476,523	0	0.00%	0	(476,523)	0	0	0	0	0	0
B. Local Receipts	9,871,000	9,971,000	100,000	1.01%	10,071,000	100,000	10,171,000	100,000	10,271,000	100,000	10,371,000	100,000
C. Free Cash	5,559,782	5,901,388	341,606	6.14%	3,839,266	(2,062,122)	3,839,266	0	3,839,266	0	3,839,266	0
D. Overlay Reserve Surplus	200,000	200,000	0	0.00%	200,000	0	200,000	0	200,000	0	200,000	0
E. Property Tax	133,350,155	138,039,612	4,689,457	3.52%	139,777,071	1,737,459	141,637,076	1,860,005	145,392,242	3,755,166	149,181,398	3,789,156
F. Override Stabilization Fund	0	0	0		5,995,284	5,995,284	10,582,201	4,586,917	10,301,842	(280,359)	0	(10,301,842)
TOTAL REVENUES	171,938,647	179,345,344	7,406,697	4.31%	185,361,580	6,016,236	192,490,817	7,129,237	196,492,526	4,001,709	190,339,801	(6,152,725)
II APPROPRIATIONS												
A. School Additions	600,000	600,000			800,000		800,000					
General Education Costs	46,381,443	50,183,324	3,801,881	8.20%	53,285,770	3,102,446	57,111,631	3,825,861	60,882,587	3,770,956	63,632,774	2,750,187
Special Education Costs	22,940,836	24,546,695	1,605,859	7.00%	26,264,964	1,718,269	28,103,511	1,838,547	30,070,757	1,967,246	32,175,710	2,104,953
Growth Factor	1,504,860	700,512	(804,348)		1,094,550	394,038	912,125	(182,425)	598,354	(313,771)	707,809	109,455
Net School Budget	71,427,139	76,030,531	4,603,392	6.44%	81,445,284	5,414,753	86,927,267	5,481,983	91,551,698	5,424,431	96,516,293	4,964,595
<u>Minuteman Operating & Capital</u>	4,271,730	4,834,357	562,627	13.17%	5,003,559	169,202	5,178,684	175,125	5,359,938	181,254	5,547,536	187,598
<u>Minuteman Exempt Capital</u>	1,112,960	1,279,014	166,054	14.92%	1,279,014	0	1,279,014	0	1,279,014	0	1,279,014	0
Town Personnel Services	28,552,372	29,465,515	913,143	3.20%	30,423,144	957,629	31,411,896	988,752	32,432,783	1,020,887	1,020,887	0
Town Expenses	11,165,682	11,312,375	146,693	1.31%	11,680,027	367,652	12,059,628	379,601	12,451,566	391,938	391,938	0
Enterprise Fund/Other	2,580,233	2,642,197	61,964	2.40%	2,728,068	85,871	2,816,730	88,662	2,908,274	91,544	3,002,793	94,519
Net Town Budget	37,137,821	38,135,693	997,872		39,375,103	1,239,410	40,654,794	1,279,691	41,976,075	1,321,281	43,340,297	1,364,222
MWRA Debt Shift	5,593,112	3,691,454	(1,901,658)	-34.00%	1,845,727	(1,845,727)	0	(1,845,727)	0	0	0	0
B. Capital budget												
Exempt Debt Service	4,321,873	6,968,910	2,647,037	61.25%	6,311,154	(657,756)	6,208,357	(102,797)	6,109,780	(98,577)	6,109,780	0
Non-Exempt Service	6,512,083	6,572,501	60,418	0.93%	7,386,428	813,927	7,428,312	41,884	7,212,381	(215,931)	7,340,743	128,362
Cash	4,320,995	4,242,512	(78,483)	-1.82%	3,454,837	(787,675)	3,452,689	(2,148)	3,552,859	100,170	3,597,841	44,982
Offsets/Capital Carry Forward	(1,958,907)	(1,529,030)	429,877	-21.94%	(1,295,745)	233,285	(494,881)	800,864	(460,661)	34,220	(524,337)	(63,676)
Total Capital	13,196,044	16,254,893	3,058,849	23.18%	15,856,674	(398,219)	16,594,477	737,803	16,414,359	(180,118)	16,524,027	109,668
C. Pensions	11,355,946	11,921,239	565,293	4.98%	12,636,513	715,274	13,394,704	758,191	14,198,386	803,682	15,050,289	851,903
D. Insurance	17,891,836	18,858,788	966,952	5.40%	20,070,999	1,212,211	21,315,728	1,244,729	22,564,093	1,248,365	23,906,521	1,342,428
E. State Assessments	3,470,201	3,510,924	40,723	1.17%	3,597,207	86,283	3,685,647	88,440	3,776,298	90,651	3,869,216	92,918
F. Overlay Reserve	503,383	600,000	96,617	19.19%	800,000	200,000	600,000	(200,000)	600,000	0	800,000	200,000
G. Reserve Fund	1,604,584	1,726,724	122,140	7.61%	1,730,551	3,827	1,757,003	26,452	1,800,809	43,806	1,842,300	41,491
H. Court Judgments/Symmes	1,012,514	771,950	(240,564)	-23.76%	767,450	(4,500)	100,000	(667,450)	100,000	0	100,000	0
I. Warrant Articles	1,186,867	1,143,499	(43,368)	-3.65%	953,499	(190,000)	1,003,499	50,000	953,499	(50,000)	903,499	(50,000)
J. Override Stabilization Fund	2,174,510	586,278			0		0		0	0	0	0
K. TOTAL APPROPRIATIONS	171,938,647	179,345,344	7,406,697	4.31%	185,361,580	6,016,236	192,490,817	7,129,237	200,574,169	8,883,352	209,678,992	9,104,823
L. BALANCE	0	0			0		0		(4,081,643)		(19,339,191)	
Free Cash	11,802,775	7,678,532			7,678,532		7,678,532		7,678,532		0	0
Stabilization Fund	3,656,207	3,865,893			4,081,870		4,304,326		4,533,456		0	0
Override Stabilization Fund***	26,293,049	26,879,327			20,884,043		10,301,842		0		0	0
Municipal Bldg. Ins. Trust Fund	729,830	751,724			774,276		797,504		821,430		0	0
TOTAL:	42,481,860	39,175,476			33,418,721		23,082,204		13,033,417		0	0
% of General Fund Revenue	25%	22%			18%		12%		7%		0%	0%

The plan does not include any projected revenues or expenditures from the Community Preservation Act

Projected School Enrollment Growth FY 2020 - FY 2025

	FY 2020*	FY 2021*	FY 2022*	FY 2023*	FY 2024*	FY 2025*
Actual/Proj. Annual Growth	210	96	150	125	82	97
** Actual Growth - Based on 35% DESE Per Pupil Cost; FY14 of \$13,085 = G.F. of \$4,580 X Enrollment Growth, FY15 PPC \$13,383 = \$4,684 X E.G., FY16 PPC of \$13,984 = \$4,984 X E.G., and FY17 50% PPC of \$1,433 = \$7,						
* Projected Growth - FY2021 through FY2025 Based on 50% of FY18 DESE Per Pupil Cost of \$14,594 = \$7,297 X Enrollment Growth						

*** Override Stabilization Fund balance includes and addition of \$2.5 million from Overlay Surplus in FY2020

Final FY2021 Budget Changes
Pooler 3/25/20

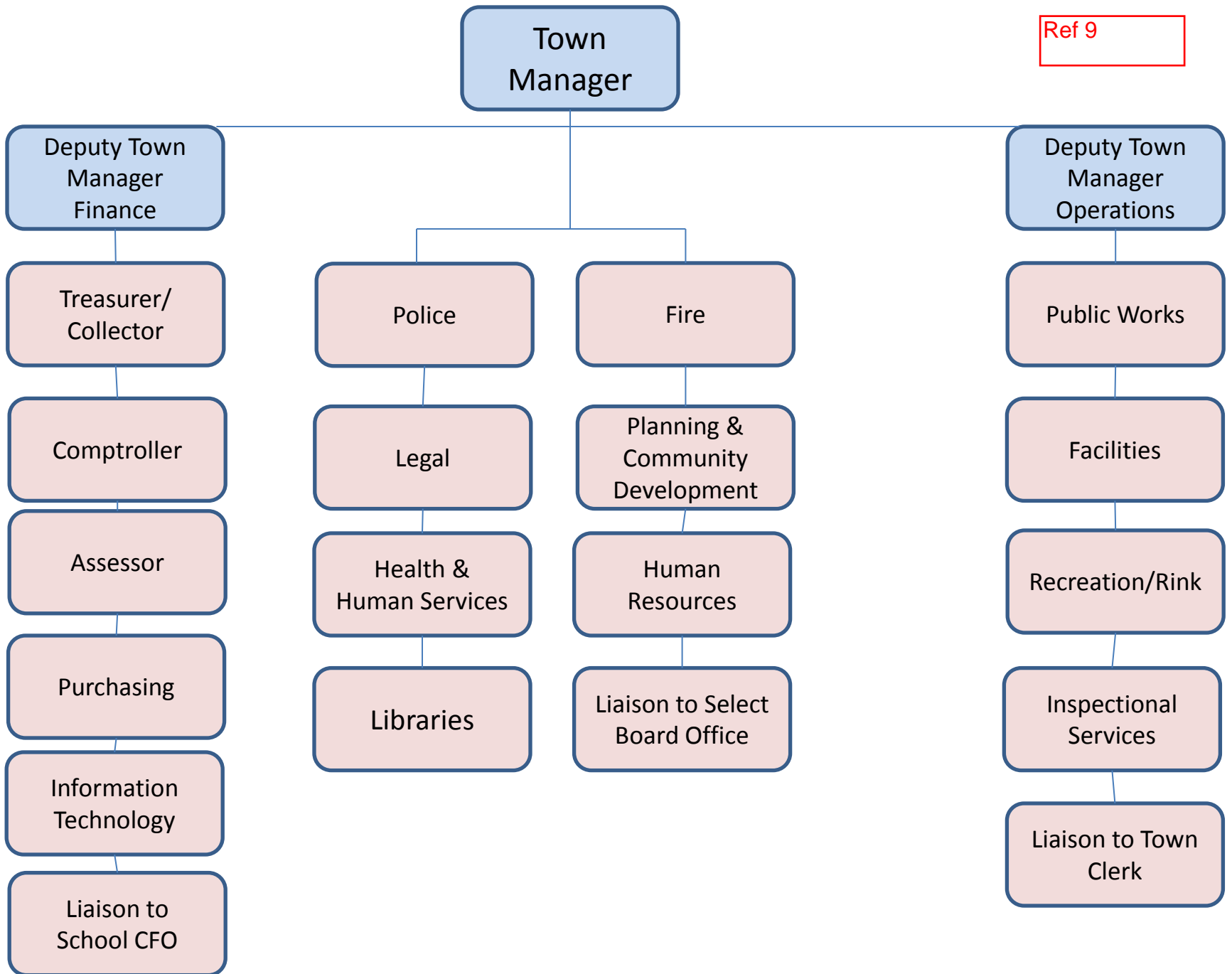
Ref 8

Manager's Budget P24

	original	proposed	
Salaries	851738	878772	
Longevity	8612	9103	
Sum	860350	887875	27525 increase 756021 original bottom line 783546 proposed bottom line

Legal Budget P50

Town counsel	141381	143881	
Stipend	9000		
Assistant claims coord	27983	39706	
Longevity	2114	2139	
Sum	180478	185726	5248 increase 480923 original bottom line 486171 proposed bottom line



Ref 9